

ITEM 154-102-R0312
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Memo

To: Board of Regents
From: Kevin McRae, Associate Commissioner
Date: February 15, 2012
Re: **Item 154-102-R0312**

I recommend approval of the FY 2012-13 labor agreement between the Montana University System and the University Faculty Association at The University of Montana.

Notable revisions to the labor agreement include:

- Effective 10-1-11 (retroactive), the base salary for members of the collective bargaining unit shall increase by 1% plus \$500.
- Effective 10-1-12, the base salary for members of the collective bargaining unit shall increase by 2% plus \$500.
- Merit-based salary awards will be administered in the same manner (number and value) in FY 2012-13 that they were in FY 2010-11.
- In each year of the two-year agreement, UM will direct \$100,000 annually toward mitigation of salary inversion/compression.