

Memo

To: Board of Regents
From: Kevin McRae, Deputy Commissioner for Communications & Human Resources
Date: December 18, 2015
Re: **Item 170-101-R0116**

I recommend approval of the FY 2016-17 labor agreement between the Montana University System and the University Faculty Association covering certain faculty at the University of Montana.

The material economic component of this new labor agreement is a salary increase of 2% (or the alternative of \$780 over an academic year contract, whichever amount is greater) effective the first day of the pay period that includes January 15 in calendar years 2016 and 2017. The agreement also continues campus-level salary approaches for merit, market, and salary inversion or compression. In addition to the aforementioned types of economic provisions, the agreement also includes other revisions to contract provisions that have no economic impact.

The strong work by the bargaining representatives for labor and management in arriving at this mutually agreeable outcome settles the bargaining subject of compensation for the duration of the agreement that expires June 30, 2017. Ratification and approval of this agreement establishes a binding contract between the parties until renegotiation begins in 2017 for a FY 2018-19 agreement.