

Memo

To: Board of Regents
From: Kevin McRae, Deputy Commissioner for Communications & Human Resources
Date: December 18, 2015
Re: **Item 170-103-R0116**

I recommend approval of the FY 2016-17 labor agreement between the Montana University System and the Laborers International Union of North America #1686 covering certain employees at campuses in Missoula, Bozeman and Billings.

The primary economic component of this new labor agreement is a base wage increase of \$0.50 per hour effective January 15, 2016 and a base wage increase of \$0.50 per hour effective January 15, 2017.

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.