

Memo

To: Board of Regents
From: Kevin McRae, Deputy Commissioner for Human Resources
Date: November 4, 2019
Re: ITEM 185-104-R1119

I recommend approval of the following labor agreements between the Montana University System and the labor organizations noted below. The duration of each agreement is for Fiscal Years 2020 and 2021, expiring on June 30, 2021. The recommended labor agreements are for:

1. **The collective bargaining unit of classified staff members at the University of Montana, University of Montana Western, Montana Tech, Helena College, Great Falls College, Montana State University and Montana State University Billings.** The labor organization is the Federation of Classified University Staff (FOCUS) represented by the **Montana Federation of Public Employees**. The agreement includes a wage settlement as follows. Effective in January 2020, members of the collective bargaining unit will receive a base wage increase of 50 cents per hour or 2%, whichever amount is greater. In the second year of the agreement, effective in January 2021, members of the collective bargaining unit will receive a base wage increase of 50 cents per hour or 2%, whichever amount is greater. The provisions of the MUS Staff Compensation Plan are in effect for decisions related to job classification, hiring ranges, promotions and other wage factors. The bargaining agreement also includes updates to non-economic language provisions of the contract.
2. **The collective bargaining unit of faculty at the University of Montana Western.** The labor organization is the UMW Faculty Association represented by the **Montana Federation of Public Employees**. The agreement includes a salary settlement as follows. Effective in January 2020, members of the collective bargaining unit will receive a base salary increase of \$780 or 2%, whichever amount is greater. In the second year of the agreement, effective in January 2021, members of the collective bargaining unit will receive a base salary increase of \$780 or 2%, whichever amount is greater. Market adjustments in accordance with previously approved market guidelines will be implemented retroactive to October 2019. The bargaining agreement also includes updates to non-economic language provisions of the contract.