

**Memo**

To: Board of Regents  
From: Kevin McRae, Deputy Commissioner for Human Resources  
Date: August 30, 2022  
Re: **ITEM 202-103-R0922**

I recommend approval of the following labor agreement between the Montana University System and:

- Local #400 of the International Union of Operating Engineers for custodial, maintenance and food service employees at the two-year colleges in Billings, Helena, Great Falls and Missoula. The agreement includes a wage settlement as follows. Effective in November 2022, members of the collective bargaining unit will receive a base wage increase of 55 cents per hour or 2%, whichever amount is greater.
- Local #400 of the International Union of Operating Engineers for employees in the mechanic shop at Montana State University. The agreement includes a wage settlement as follows. The agreement includes a wage settlement as follows. Effective in November 2022, members of the collective bargaining unit will receive a base wage increase of 55 cents per hour or 2%, whichever amount is greater.
- Local #400 of the International Union of Operating Engineers for heat plant engineers and refrigeration technicians at the University of Montana, Montana State University, Montana Technological University, and the University of Montana Western. The agreement includes a wage settlement as follows. Effective in November 2022, members of the collective bargaining unit will receive a base wage increase of 55 cents per hour or 2%, whichever amount is greater.
- Pacific Northwest Regional Council of Carpenters for carpenters at the University of Montana, Montana State University, Montana State University Billings, and Montana Technological University. The agreement includes a wage settlement as follows. Effective in November 2022, members of the collective bargaining unit will receive a base wage increase of 55 cents per hour or 2%, whichever amount is greater. The agreement also includes employee wage placement on a career ladder developed for trade and craft occupational groups at Montana State University only.