

Memo

To: Board of Regents
From: Kevin McRae, Deputy Commissioner for Human Resources
Date: June 27, 2023
Re: **ITEM 207-106-R0723**

I recommend approval of labor agreements between the Montana University System and the eight labor organizations noted below. These tentative agreements have been ratified by employees in the collective bargaining units and are now subject to BOR approval. The new agreements are for a standard two-year term that began July 1, 2023, and runs through June 30, 2025 (corresponding to the state of Montana budget biennium). The primary component in each agreement is the implementation of the Fiscal Year 2024-25 pay plan as follows:

- (1) **The Associated Faculty of Montana State University, covering approximately 650 non-tenure-track faculty positions at MSU.** Effective on the first day of the first complete pay period that includes July 1, 2023, the base salary of each Academic Year employee must be increased by 4% or \$2,340, whichever amount is greater (4% or \$3,120 for Fiscal Year employees). The \$2,340 or \$3,120 shall be prorated for employees who are in positions of less than a 1.0 full-time equivalency. Effective on the first day of the first complete pay period that includes July 1, 2024, the base salary of each Academic Year employee must be increased by 4% or \$2,340, whichever amount is greater (4% or \$3,120 for Fiscal Year employees). The \$2,340 or \$3,120 shall be prorated for employees who are in positions of less than a 1.0 full-time equivalency.
- (2) **The Federation of Classified University Staff, covering approximately 1,500 classified staff positions at seven MSU and UM affiliated institutions.** Effective on the first day of the first complete pay period that includes July 1, 2023, the base wage of each employee must be increased by \$1.50 per hour or by 4%, whichever amount is greater. Effective on the first day of the first complete pay period that includes July 1, 2024, the base wage of each employee must be increased by \$1.50 per hour or by 4%, whichever amount is greater.
- (3) **The Teamsters Union Local #2, covering approximately 120 classified staff positions at MSU.** Effective on the first day of the first complete pay period that includes July 1, 2023, the base wage of each employee must be increased by \$1.50 per hour or by 4%, whichever amount is greater. Effective on the first day of the first complete pay period that includes July 1, 2024, the base wage of each employee must be increased by \$1.50 per hour or by 4%, whichever amount is greater.
- (4) **The Teamsters Union Local #2, covering approximately three mechanical positions at UM.** Effective on the first day of the first complete pay period that includes July 1, 2023, the base wage of each employee must be increased by \$1.50 per hour or by 4%, whichever amount is greater. Effective on the first day of the first complete pay period that includes July 1, 2024, the base wage of each employee must be increased by \$1.50 per hour or by 4%, whichever amount is greater.

- (5) **The International Union of Operating Engineers, covering approximately 25 classified staff positions at two-year colleges in Great Falls, Billings, Helena, and Missoula.** Effective on the first day of the first complete pay period that includes July 1, 2023, the base wage of each employee must be increased by \$1.50 per hour or by 4%, whichever amount is greater. Effective on the first day of the first complete pay period that includes July 1, 2024, the base wage of each employee must be increased by \$1.50 per hour or by 4%, whichever amount is greater.
- (6) **The International Union of Operating Engineers, covering approximately two mechanical positions at MSU.** Effective on the first day of the first complete pay period that includes July 1, 2023, the base wage of each employee must be increased by \$1.50 per hour or by 4%, whichever amount is greater. Effective on the first day of the first complete pay period that includes July 1, 2024, the base wage of each employee must be increased by \$1.50 per hour or by 4%, whichever amount is greater.
- (7) **The American Federation of State, County and Municipal Employees, covering approximately 50 classified staff positions at MSU Northern.** Effective on the first day of the first complete pay period that includes July 1, 2023, the base wage of each employee must be increased by \$1.50 per hour or by 4%, whichever amount is greater. Effective on the first day of the first complete pay period that includes July 1, 2024, the base wage of each employee must be increased by \$1.50 per hour or by 4%, whichever amount is greater.
- (8) **The American Federation of State, County and Municipal Employees, covering approximately eight MSU classified staff positions at the range lab in Miles City.** Effective on the first day of the first complete pay period that includes July 1, 2023, the base wage of each employee must be increased by \$1.50 per hour or by 4%, whichever amount is greater. Effective on the first day of the first complete pay period that includes July 1, 2024, the base wage of each employee must be increased by \$1.50 per hour or by 4%, whichever amount is greater.