

September 18, 2025

ITEM 220-100-0925

Approval of Labor Agreements

THAT

Pursuant to the Board's constitutional authority to manage and control the Montana University System, as reflected in BOR Policy 704 and MCA 39-31-301, the Montana Board of Regents has delegated authority to the Commissioner of Higher Education to conduct labor negotiations in accordance with Board policy and applicable law. Approval of the agreements listed below authorizes the Commissioner to execute them on behalf of the Board.

The Montana Board of Regents approves thirteen labor agreements between the Montana University System and:

- (1) the Federation of Classified University Staff, covering approximately 1,700 classified staff positions at seven MSU and UM affiliated institutions.
- (2) the University of Montana Western Faculty Association, Local 4323, MFPE, NEA, AFT, AFL-CIO, covering approximately 54 faculty positions at UM Western.
- (3) the Montana Tech Faculty Association, covering approximately 54 faculty at Montana Tech.
- (4) the Helena Teachers' Union, MFPE, NEA, AFT, AFL-CIO, covering approximately 36 faculty at Helena College.
- (5) the Montana State University- Billings Faculty Association, covering approximately 104 faculty at Montana State University Billings.
- (6) the International Union of Operating Engineers, covering approximately 20 classified staff positions at two-year colleges in Great Falls, Billings, Helena, and Missoula.
- (7) the Teamsters Union Local #2, covering approximately three mechanical positions at UM.
- (8) the International Union of Operating Engineers, covering approximately three mechanical positions at MSU.
- (9) the American Federation of State, County and Municipal Employees, covering approximately 40 classified staff positions at MSU Northern.

(10) the Teamsters Union Local #2, covering approximately 137 classified staff positions at MSU.

(11) the Missoula College Faculty Association, covering approximately 46 faculty at Missoula College.

(12) the Faculty Association, covering approximately 460 faculty at the University of Montana.

(13) the LiUNA Local #1686, covering approximately 168 classified staff positions at UM, MSU and MSU-Billings.

EXPLANATION

See attached memo.

ATTACHMENTS

Attachment #1: Memo