

Memo

To: Board of Regents

From: Kerry Davant, Executive Director of Human Resources and Labor Relations

Date: September 12, 2025

Re: ITEM #220-100-R0925

I recommend approval of labor agreements between the Montana University System and the thirteen labor organizations noted below. These tentative agreements have been ratified by employees in these collective bargaining units and are now subject to BOR approval. Except for Missoula College and the University Faculty Association at the University of Montana which are four-year terms, the new agreements are for a standard two-year term that began July 1, 2025, and run through June 30, 2027 (corresponding to the state of Montana budget biennium). The primary component in each agreement is the implementation of the Fiscal Year 2026-27 pay plan as follows:

(1) The Federation of Classified University Staff, covering approximately 1,700 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, 2025, the base wage of each employee must be increased by \$1.00 per hour or by 2.5%, whichever amount is greater. Effective on the first day of the first complete pay period that includes July 1, 2026, the base wage of each employee must be increased by \$1.00 per hour or by 2.5%, whichever amount is greater.

(2) The University of Montana Western Faculty Association, Local 4323, MFPE, NEA, AFT, AFL-CIO, covering approximately 54 faculty positions at UM Western. The base salary shall increase by an annualized amount of \$1,560 (for 1.0 FTE faculty on an academic-year contract) or by 2.5%, whichever amount is greater, effective the first day of the pay period that includes July 1, 2025. The \$1,560 option, if applicable, shall be prorated for faculty who are in positions of less than 1.0 FTE. The base salary shall increase by an annualized amount of \$1,560 (for 1.0 FTE faculty on an academic-year contract) or by 2.5%, whichever amount is greater, effective the first day of the pay period that includes July 1, 2026. The \$1,560 option, if applicable, shall be prorated for faculty who are in positions of less than 1.0 FTE.

(3) The Montana Tech Faculty Association, covering approximately 54 faculty at Montana Tech. Effective the first day of the pay period, that includes July 1, 2025, the normal salary increase for full-time equivalent faculty members shall be increased by an annualized amount of \$1,560 (1.0 FTE faculty on an academic year contract) or by 2.5% whichever is greater. New hires will not be eligible for the normal increase in the year their employment becomes effective at Montana Tech. Effective the first day of the pay period that includes July 1, 2026, the normal salary increase for full-time equivalent faculty members shall be increased by an annualized amount of \$1,560 (1.0 FTE faculty on an academic year contract) or 2.5% whichever is greater. New hires will not be eligible for the normal increase in the year their employment becomes effective at Montana Tech.

(4) The Helena Teachers' Union, MFPE, NEA, AFT, AFL-CIO, covering approximately 36 faculty at Helena College. The normal salary increase paid to all full-time equivalent faculty for the 2025-2026 academic year shall be increased by an annualized amount of \$1,560 (1.0 FTE faculty on an academic year contract) or 2.5%, whichever is greater, added to the base salary effective the first day of the pay period that includes July 1, 2025. New hires will not be eligible for the normal increase in the year their employment becomes effective.

The normal salary increase paid to all full-time equivalent faculty for the 2026-2027 academic year shall be increased by an annualized amount of \$1,560 (1.0 FTE faculty on an academic year contract) or 2.5%, added to the base salary effective the first day of the pay period that includes July 1, 2026. New hires will not be eligible for the normal increase in the year their employment becomes effective.

(5) The Montana State University- Billings Faculty Association, covering approximately 104 faculty at Montana State University Billings. Effective 2025-2026 Academic Year (Fiscal Year 2026). The base salary shall be increased by an annualized amount of \$1,560 (1.0 FTE faculty on an academic contract) or 2.5% whichever is greater effective the first day of the pay period that includes July 1, 2025. For faculty on a fiscal-year (12-month) contract, the base salary shall increase by an annualized amount of \$2,080 or by 2.5%, whichever amount is greater, effective the first day of the pay period that includes July 1, 2025. New hires will not be eligible for the normal increase in the year their employment becomes effective.

Effective 2026-2027 Academic Year (Fiscal Year 2027) the base salary shall be increased by an annualized amount of \$1,560 (1.0 FTE faculty on an academic contract) or 2.5% effective the first day of the pay period that includes July 1, 2026. For faculty on a fiscal-year (12-month) contract, the base salary shall increase by an annualized amount of \$2,080 or by 2.5%, whichever amount is greater, effective the first day of the pay period that includes July 1, 2026. New hires will not be eligible for the normal increase in the year their employment becomes effective.

(6) The International Union of Operating Engineers, covering approximately 20 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, 2025, the base wage of each employee must be increased by \$1.00 per hour or by 2.5%, whichever amount is greater. Effective on the first day of the first complete pay period that includes July 1, 2026, the base wage of each employee must be increased by \$1.00 per hour or by 2.5%, whichever amount is greater.

(7) 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, 2025, the base wage of each employee must be increased by \$1.00 per hour or by 2.5%, whichever amount is greater. Effective on the first day of the first complete pay period that includes July 1, 2026, the base wage of each employee must be increased by \$1.00 per hour or by 2.5%, whichever amount is greater.

(8) The International Union of Operating Engineers, covering approximately three mechanical positions at MSU. Effective on the first day of the first complete pay period that includes July 1, 2025, the base wage of each employee must be increased by \$1.00 per hour or by 2.5%, whichever amount is greater. Effective on the first day of the first complete pay period that includes July 1, 2026, the base wage of each employee must be increased by \$1.00 per hour or by 2.5%, whichever amount is greater.

(9) The American Federation of State, County and Municipal Employees, covering approximately 40 classified staff positions at MSU Northern. Effective on the first day of the first complete pay period that includes July 1, 2025, the base wage of each employee must be increased by \$1.00 per hour or by 2.5%, whichever amount is greater. Effective on the first day of the first complete pay period that includes July 1, 2026, the base wage of each employee must be increased by \$1.00 per hour or by 2.5%, whichever amount is greater.

(10) The Teamsters Union Local #2, covering approximately 143 classified staff positions at MSU. Effective on the first day of the first complete pay period that includes July 1, 2025, the base wage of each employee must be increased by \$1.00 per hour or by 2.5%, whichever amount is greater. Effective on the first day of the first complete pay period that includes July 1, 2026, the base wage of each employee must be increased by \$1.00 per hour or by 2.5%, whichever amount is greater.

(11) the Missoula College Faculty Association, covering approximately 46 faculty at Missoula College. The base salary shall increase by an annualized amount of \$1,560 (for 1.0 FTE faculty on an academic-year contract) or by 2.5%, whichever amount is greater, effective the first day of the pay period that includes July 1, 2025. For faculty on a fiscal-year (12-month) contract, the base salary shall increase by an annualized amount of \$2,080 or by 2.5%, whichever amount is greater, effective the first day of the pay period that includes July 1, 2025. The \$1,560 or \$2,080 option, if applicable, shall be prorated for faculty who are in positions of less than 1.0 FTE.

(12) the Faculty Association, covering approximately 460 faculty at the University of Montana. The base salary shall increase by an annualized amount of \$1,560 (for 1.0 FTE faculty on an academic-year contract) or by 2.5%, whichever amount is greater, effective the first day of the pay period that includes July 1, 2025. For faculty on a fiscal-year (12-month) contract, the base salary shall increase by an annualized amount of \$2,080 or by 2.5%, whichever amount is greater, effective the first day of the pay period that includes July 1, 2025. The \$1,560 or \$2,080 option, if applicable, shall be prorated for faculty who are in positions of less than 1.0 FTE.

The base salary shall increase by an annualized amount of \$1,560 (for 1.0 FTE faculty on an academic-year contract) or by 2.5%, whichever amount is greater, effective the first day of the pay period that includes July 1, 2026. For faculty on a fiscal-year (12-month) contract, the base salary shall increase by an annualized amount of \$2,080 or by 2.5%, whichever amount is greater, effective the first day of the pay period that includes July 1, 2026. The \$1,560 or \$2,080 option, if applicable, shall be prorated for faculty who are in positions of less than 1.0 FTE.

(13) **The LIUNA Local #1686, covering approximately 168 classified staff positions at UM, MSU and MSU-Billings.** Effective on the first day of the first complete pay period that includes July 1, 2025, the base wage of each employee must be increased by \$1.00 per hour or by 2.5%, whichever amount is greater. Effective on the first day of the first complete pay period that includes July 1, 2026, the base wage of each employee must be increased by \$1.00 per hour or by 2.5%, whichever amount is greater.