

Memo

To: Board of Regents

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

Date: January 5, 2026

Re: ITEM 222-100-R0126

I recommend approval of the labor agreement between the Montana University System and the labor organization noted below. The tentative agreement has been ratified by employees in the collective bargaining unit and is now subject to BOR approval. The agreement is for a standard two-year term that began July 1, 2025, and runs through June 30, 2027 (corresponding to the state of Montana budget biennium). The primary component in the agreement is the implementation of the Fiscal Year 2026-27 pay plan as follows:

(1) the International Union of Operating Engineers, covering approximately 40 employees at MUS campuses in Missoula, Bozeman, Butte, and Dillon.

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.