

Memo

To: Board of Regents

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

Date: May 4, 2026

Re: ITEM 224-101-R0526

I recommend approval of labor agreements between the Montana University System and the three labor organizations noted below. These tentative agreements have been ratified by employees in these collective bargaining units and are now subject to BOR approval. These 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 Montana Maintenance Painters Union, covering approximately 18 painters at MUS campuses in Missoula, Bozeman, Butte, and 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.

(2) the United Association of Plumbers and Pipefitters, covering approximately 30 plumbers at MUS campuses in Missoula, Bozeman, and 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.

(3) the American Federation of State, County and Municipal Employees, covering approximately nine 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, 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.