

Memo

To: Board of Regents
From: Kevin McRae, Director of Labor Relations and Human Resources
Date: May 11, 2010
Re: **Item 147-120-0510**

I recommend approval of the following labor agreement between the Montana University System and the Montana State University Northern Federation of Teachers.

The agreement covers about 70 faculty members in Havre.

Tentative Agreement
between the
Montana University System
and the
Montana State University Northern Federation of Teachers

The following revisions shall be incorporated into the collective bargaining agreement:

- Experience points -- a salary increment of approximately one-half of one percent (.005) – shall be implemented per the longstanding terms of the collective bargaining agreement.
- Article 9.11 – Increase the compensation from \$725 to \$1,000 for Northern Light Advisor, Drama Director, Annual Advisor, and Community Choir Director. Increase the compensation from \$1,250 to \$2,000 for the Skills USA (VICA) Advisor. Provide new compensation at a rate of \$1,000 for these three advisor positions: PAS (Postsecondary Ag); SIFE (Students In Free Enterprise), and; Sweetgrass Society. These items take effect upon ratification starting in the 2009-10 Academic Year.
- Article 6.5D – Increase the compensation from \$3,600 to \$5,000 for College Chairs. The increase in this Item 'C' takes effect upon ratification starting in the 2009-10 Academic Year.
- Article 9.9 A&B --- Effective (starting in) the 2010-11 Academic Year, any new promotions in any rank will receive an additional \$302.36 for the promotion in addition to the adjustments for promotion and education points addressed in the Article.
- Article 6.9 – Make the following revision: “Barring unforeseen financial contingencies summer session letters of appointment will normally be issued no later than April ~~15~~ 30 during the 2009-10 and 2010-11 academic years.”