

**ITEM 153-110-R1111**  
**ATTACHMENT PAGE 1**

**Memo**

To: Board of Regents  
From: Kevin McRae, Associate Commissioner  
Date: November 2, 2011  
Re: **Item 153-110-R1111**

I recommend approval of the FY 2012-13 labor agreement between the Montana University System and the Montana State University Northern Federation of Teachers.

The agreement covers approximately 66 employees in Havre.

The agreement includes across-the-board base salary increases in October 2011 of one percent plus \$500 per year and in October 2012 of two percent plus \$500 per year.

The major revisions to the new labor agreement are:

- Normal salary increases as described above (1% + \$500 on 10-1-11; and 2% + \$500 on 10-1-12).
- Other salary-related provisions (e.g., experience points, promotions, extra-duty stipends, etc.) continue in accordance with the prior Agreement.

The agreement also includes a number of non-economic items that have no fiscal impact.