

ITEM 152-125-R0911
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Memo

To: Board of Regents
From: Kevin McRae, Associate Commissioner
Date: August 26, 2011
Re: **Item 152-125-R0911**

I recommend approval of the FY 2012-13 labor agreement between the Montana University System and the Vocational Technical Educators of Montana.

The agreement covers approximately 98 employees in Billings, Butte and Great Falls.

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).
- Annual merit funding pools for two years consisting of the following amounts per year: \$4,500 in Billings; \$1,600 in Butte; and \$5,500 in Great Falls. These awards will be implemented through a competitive, peer-reviewed process. No individual merit award shall exceed \$500. The size of the merit pool corresponds to the number of faculty members on each campus. Also, a similar pool shall be set aside in Bozeman in the Gallatin College Programs at the amount of \$900 per year.
- Revised language on faculty senate, academic freedom, and academic responsibility, all patterned after BOR-approved language in other collective bargaining agreements.

The agreement also includes a number of other housekeeping items that have no fiscal impact.