

**ITEM 160-109-R0913**  
**ATTACHMENT PAGE 1**

**Memo**

To: Board of Regents  
From: Kevin McRae, Associate Commissioner  
Date: August 23, 2013  
Re: **Item 160-109-R0913**

I recommend approval of the FY 2014-15 labor agreement between the Montana University System and the International Union of Operating Engineers Local #400 at the "Four-year" Campuses.

The agreement covers approximately 29 employees in Missoula, Bozeman, Butte and Dillon.

The primary economic component of this new labor agreement is across-the-board base wage increases on October 1, 2013 of 2.25 percent plus \$0.12 per hour and on October 1, 2014 of 2.25% plus \$0.12 per hour. In addition to the economic provisions, the agreement also includes other revisions to contract provisions that have no economic impact.