ITEM 136-107-R0707

TO: Montana Board of Regents

FROM: Kevin McRae, Director
      Labor Relations and Human Resources

RE: Approval of Tentative Agreement between the Montana University System and Montana Nurses Association covering nurses at the Montana State University Student Health Service

DATE: July 11, 2007

Attached is a summary of the tentative agreement reached with the Montana Nurses Association covering nurses at the Student Health Service in Bozeman.

The agreement includes:
  • Wage increases averaging no greater than 3.6% in October 2007 and October 2008.
  • Annual increases of 6% in the employer’s contribution toward health insurance.
  • Term: The agreement expires June 30, 2009.

I recommend approval of the tentative agreement.
Agreement between the Montana University System and Montana Nurses Association covering nurses at the Montana State University Student Health Service

The parties agree to revise the labor agreement in the following manner:

**Compensation:**

Effective July 2007, the 10-year longevity increment shall increase from 1.5% of base salary to a new rate of 2% of base salary, consistent with the state employee compensation statute.

Effective October 1, 2007, members of the bargaining unit hired on or before September 30, 2007, shall receive a base wage increase of 3.0%. Members of the bargaining unit whose personnel files contain no corrective action shall receive an additional .6% increase in base wage on October 1, 2007.

Effective October 1, 2008, members of the bargaining unit hired on or before September 30, 2008, shall receive a base wage increase of 3.0%. Members of the bargaining unit whose personnel files contain no corrective action shall receive an additional .6% increase in base wage on October 1, 2008.

For insurance-eligible employees, an increase in the employer’s premium contribution from the current rate of $557 per month to a new rate of $590 in July 2007; and from $590 to $626 in July 2008.

**Term:**

Revise the dates in the contract to reflect the new term ending June 30, 2009.

**Other:**

Members of the bargaining unit and management discussed the feasibility of bargaining unit members combining their educational/development funds for maximum benefit/use (with a goal of pursuing anything reasonably possible).