

**ITEM 152-104-R0911**  
**ATTACHMENT PAGE 1**

**Memo**

To: Board of Regents  
From: Kevin McRae, Associate Commissioner  
Date: August 26, 2011  
Re: **Item 152-104-R0911**

I recommend approval of the FY 2012-13 labor agreement between the Montana University System and the Montana Public Employees Association.

The agreement covers approximately 1,700 employees in Missoula, Bozeman, Butte, Billings, Dillon, Great Falls, and Helena.

The major revisions to the new labor agreement are:

- Across-the-board annualized base wage increases on October 1, 2011 of one percent plus \$500 per year and on October 1, 2012 of two percent plus \$500 per year.
- A pilot project to establish a job classification review panel, which will consist of campus human resources representatives. The panel would convene as necessary to review individual job classifications.

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