

## Memo

To: Board of Regents  
From: Kevin McRae, Deputy Commissioner for Human Resources  
Date: February 16, 2021  
Re: **ITEM 193-100-R0321**

I recommend approval of the following labor agreements between the Montana University System and the 10 labor organizations noted below. A description of each agreement appears below. The recommended agreements cover the:

- **Federation of Classified Union Staff.** This bargaining agreement covers certain classified staff on campuses in Missoula, Butte, Dillon, Helena, Great Falls, Bozeman, and Billings. The agreement extends the non-economic (i.e., non-wage) provisions of the FY 2020-2021 labor contract through FY 2022-2023. The parties agree to negotiate wages after the Legislature and the Governor have determined the fate of any state employee pay plan. Any wage agreement shall be subject to Board of Regents approval.
- **Montana Two-Year College Faculty Association.** This bargaining agreement covers certain faculty at two-year colleges in Butte, Great Falls, Bozeman, and Billings. The agreement extends the non-economic (i.e., non-salary) provisions of the FY 2020-2021 labor contract through FY 2022-2023. The parties agree to negotiate salaries after the Legislature and the Governor have determined the fate of any state employee pay plan. Any salary agreement shall be subject to Board of Regents approval.
- **University Faculty Association.** This bargaining agreement covers certain faculty at the University of Montana in Missoula. The agreement extends the non-economic (i.e., non-salary) provisions of the FY 2018-2021 labor contract through FY 2022-2025. The parties agree to negotiate salaries after the Legislature and the Governor have determined the fate of any state employee pay plan. Any salary agreement shall be subject to Board of Regents approval. The parties also have a tentative agreement on an academic affairs policy pertaining to non-tenure-track faculty positions that will be finalized at the time of a salary agreement.
- **Missoula College Faculty Association.** This bargaining agreement covers certain faculty at Missoula College. The agreement extends the non-economic (i.e., non-salary) provisions of the FY 2018-2021 labor contract through FY 2022-2025. The parties agree to negotiate salaries after the Legislature and the Governor have determined the fate of any state employee pay plan. Any salary agreement shall be subject to Board of Regents approval. The parties also have a tentative agreement on an academic affairs policy pertaining to non-tenure-track faculty positions that will be finalized at the time of a salary agreement.

- **Montana Tech Faculty Association.** This bargaining agreement covers certain faculty at Montana Technological University in Butte. The agreement extends the non-economic (i.e., non-salary) provisions of the FY 2020-2021 labor contract through FY 2022-2023. The parties agree to negotiate salaries after the Legislature and the Governor have determined the fate of any state employee pay plan. Any salary agreement shall be subject to Board of Regents approval.
- **University of Montana Western Faculty Association.** This bargaining agreement covers certain faculty at the University of Montana Western in Dillon. The agreement extends the non-economic (i.e., non-salary) provisions of the FY 2020-2021 labor contract through FY 2022-2023. The parties agree to negotiate salaries after the Legislature and the Governor have determined the fate of any state employee pay plan. Any salary agreement shall be subject to Board of Regents approval.
- **Helena College Teachers' Union.** This bargaining agreement covers certain faculty at Helena College. The agreement extends the non-economic (i.e., non-salary) provisions of the FY 2020-2021 labor contract through FY 2022-2023. The parties agree to negotiate salaries after the Legislature and the Governor have determined the fate of any state employee pay plan. Any salary agreement shall be subject to Board of Regents approval.
- **Montana State University Northern Federation of Teachers.** This bargaining agreement covers certain faculty at Montana State University Northern in Havre. The agreement extends the non-economic (i.e., non-salary) provisions of the FY 2020-2021 labor contract through FY 2022-2023. The parties agree to negotiate salaries after the Legislature and the Governor have determined the fate of any state employee pay plan. Any salary agreement shall be subject to Board of Regents approval.
- **Montana State University Billings Faculty Association.** This bargaining agreement covers certain faculty at Montana State University Billings. The agreement extends the non-economic (i.e., non-salary) provisions of the FY 2020-2021 labor contract through FY 2022-2023. The parties agree to negotiate salaries after the Legislature and the Governor have determined the fate of any state employee pay plan. Any salary agreement shall be subject to Board of Regents approval.
- **Associated Faculty of Montana State University.** This bargaining agreement covers certain non-tenure-track faculty at Montana State University in Bozeman. The agreement extends the non-economic (i.e., non-salary) provisions of the FY 2020-2021 labor contract through FY 2022-2023. The parties agree to negotiate salaries after the Legislature and the Governor have determined the fate of any state employee pay plan. Any salary agreement shall be subject to Board of Regents approval.