

## Memo

To: Board of Regents  
From: Kevin McRae, Director of Labor Relations and Human Resources  
Date: February 1, 2010  
Re: **Item 146-101-R0310**

I recommend approval of the following labor agreement between the Montana University System and the faculty association at the UM-Missoula College of Technology.

The agreement covers about 60 faculty members in Missoula.

The agreement includes a two-year salary freeze through June 30, 2011.

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Tentative Agreement  
between the  
Montana University System  
and the  
UM-Missoula College of Technology Faculty Association

The following revisions shall be incorporated into the collective bargaining agreement:

- A base salary freeze through June 30, 2011, with limited authority to increase the value of promotion increments and merit awards within the parameters that have already been approved by the Board of Regents for the doctoral research campus (main campus) in Missoula.
- Incorporation of traditional university rank language (e.g., instructor, assistant professor, associate professor, full professor) into the contract, consistent with an initiative approved by the Board of Regents in 2006.