

## Memo

To: Board of Regents  
From: Kevin McRae, Director of Labor Relations and Human Resources  
Date: May 11, 2010  
Re: **Item 147-121-0510**

I recommend approval of the following labor agreement between the Montana University System and the University of Montana Western Faculty Association.

The agreement covers about 55 faculty members in Dillon.

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Tentative Agreement  
between the  
Montana University System  
and the  
The University of Montana Western Faculty Association

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

- The memorandum of understanding that was ratified by the Association in December 2009, ratified by the Regents in January 2010, and signed by Dr. Stearns and Dr. Xanthopoulos in February 2010 will be attached to the collective bargaining agreement as an addendum.
- All faculty members' base salaries shall be preserved at current levels through June 30, 2011.
- Other salary values in the collective bargaining agreement (e.g., salary floors, promotion adjustments, etc.) shall be preserved and administered at levels they were in the 2008-09 Academic Year through June 30, 2011.
- The Employer will provide a one-time, non-base payment of \$450 to each full-time faculty member in the bargaining unit whose base salary is \$45,000 or less.