



**MONTANA UNIVERSITY SYSTEM
OFFICE OF THE COMMISSIONER OF HIGHER EDUCATION**

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ITEM 124-104-R0904

To: Board of Regents

From: Kathy L. Crego, Director
Labor Relations and Personnel

Re: Approval of the Tentative Agreement with
The University of Montana-Missoula
College of Technology Faculty Association

Date: September 23-24, 2004

Attached is a summary of the tentative agreement with The University of Montana-Missoula College of Technology Faculty Association (FA). The summary includes only the sections of the agreement wherein changes were made. The entire agreement may be accessed electronically at <http://www.montana.edu/wochelp/collbarg/html>.

The agreement with the FA parallels the collective bargaining agreement with The University of Montana-Missoula Faculty Association (UFA) with a few exceptions. The parties agreed to begin formal discussions with the UFA, with the goal of merging the two bargaining units. Academic rank and criteria for promotion and tenure will need to be addressed during these discussions.

Most of the contract language modifications included in the tentative agreement are not substantive. Salary increases are similar to those granted faculty at The University of Montana-Missoula campus. No increases except promotions and merits are authorized in 2003-2004, and a \$500.00 increase will be implemented on February 1, 2005.

The salary floor for Level I was changed from \$29,513 to \$26,187, and the Level II floor was changed from \$32,723 to \$30,054. These modifications will not affect current employees. The Level I and Level II college of technology salary floors are now in line with the instructor and assistant professor salary floors in the UFA agreement.

An appendix governing sick leave cash-out was inadvertently omitted from the prior contract, and it was restored.

The tentative agreement also includes the partial tuition waiver benefit for dependents, which will be administered in accordance with Regent policy.

The bargaining unit has ratified the tentative agreement. I recommend approval of the tentative agreement with The University of Montana-Missoula College of Technology Faculty Association.