

## Memo

**To:** Board of Regents  
**From:** Kevin McRae  
Director of Labor Relations and Human Resources  
**Date:** October 26, 2007  
**Re:** Item 137-109-R1107

I recommend approval of the following labor agreement. The agreement covers certain faculty at Montana Tech.

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### Agreement

- **Wages**

**Normal Salary Increases and Market**

**Effective October 1, 2007**, employees hired on or before September 30, 2007, shall receive a base salary increase ranging from 3.0% to 3.4%, depending on eligibility for a separate equity adjustment implemented from the start of the 2007-08 Academic Year.

**Effective October 1, 2008**, all employees hired on or before September 30, 2008, shall receive a base salary increase of 3.0%. Any funds remaining if the cost of promotions does not exceed .6% of bargaining unit payroll will be distributed as market adjustments across the board.

**Merit Pay**

The Montana Tech Faculty Association and the Montana Tech Administration formally commit to mutually exploring a merit-based salary component and procedure with a goal of implementation in the fall of 2009. Any merit pay proposal shall be subject to the collective bargaining process prior to implementation.