

**Memorandum of Understanding  
Between  
Montana Department of Corrections  
And  
Montana Federation of Probation and Parole Local 4464**

The Montana Department of Corrections, hereafter referred to as the "Department" and Montana Federation of Probation and Parole Local 4464, hereafter referred to as the "Union" agree to the following terms and conditions regarding the hiring of a Probation Officer Technician when two or more Probation Officers exist in the same office.

The parties agree to suspend Article 7 - Pay and Hours: Section 18, of the Collective Bargaining Agreement when the following conditions exist:

All of the Probation Officers in any one location or working out of the same office are of the same gender.

It is mutually agreed upon by the Department and Union that there exists in an office where all Probation Officers are of the same gender, a crippled ability to perform required tasks on offenders of the opposite gender including but not limited to: collecting urine analysis samples and/or performing body searches.

In an office or location where it is determined the need for a gender specific Probation Officer Technician the Department will recruit and hire the required gender only.

This agreement will not affect the hiring of Probation Officers. Probation Officers will be recruited as per the established practice of the Department; the most qualified applicant will be hired regardless of gender.

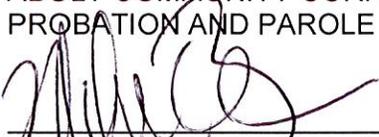
A Probation Officer Technician that has been employed because of the aforementioned gender need, shall not suffer loss of employment or involuntarily transferred to another location should the gender composition of the office change.

This Memorandum of Understanding shall expire on 1 July 2015.

This Memorandum of Understanding does not constitute any past practice or establish a precedent.

Signed and dated this 21<sup>st</sup> day of January, 2014

FOR: STATE OF MONTANA  
DEPARTMENT OF CORRECTIONS  
#4464  
ADULT COMMUNITY CORRECTIONS  
PROBATION AND PAROLE

  
Mike Batista, Director  
Department of Corrections

FOR: MONTANA FEDERATION OF  
PROBATION AND PAROLE LOCAL  
MEA-MFT, AFL-CIO

  
Larry Nielsen, Field Consultant  
MEA-MFT



Administrator  
Probation and Parole Division



Melissa Strecker, President  
MFPP Local 4464



Michael P. Manion, Deputy Director  
State Office of Labor Relations