

# MEMORANDUM OF AGREEMENT

Department of Public Health and Human Services  
Montana State Hospital  
and  
Montana Nurses Association

The parties agree to the following process where the Employer determines a need for mandatory overtime. The Employer will first solicit volunteers. Should there be no volunteers, the Employer will develop a work roster starting with the least senior employee in the bargaining unit. The employee with the lowest seniority will be assigned the first mandatory overtime shift. After serving the shift, the employee will then drop to the bottom of the call list.

The call list will be posted so it is accessible to all members of the bargaining unit. An employee who volunteers to work an overtime shift will drop to the bottom of the list. It is understood the employee at the top of the call list will be available to work the shift.

It is further understood, the Employer will continue posting the; "flex" schedule in accordance with Article 8, Section 1, to help reduce the need for mandatory overtime.

Both parties agree that amendments to this document can be made through the Association/Management Committee.

EXECUTED AND ENTERED into this 28<sup>th</sup> day of August 2014

FOR: STATE OF MONTANA  
DEPARTMENT OF PUBLIC HEALTH  
AND HUMAN SERVICES

FOR: MONTANA NURSES ASSOCIATION

Mary E. Walton acting for  
Richard H. Opper, Director  
Department of Public Health and  
Human Services

[Signature]  
John Glueckert, Administrator

Michael P. Manion  
Michael P. Manion, Chief  
State Office of Labor Relations

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Robin Haux, Labor Relations Director

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Amanda Hatcher, Chapter Representative

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Jack Preston, Chapter Representative