

SECOND MEMORANDUM OF AGREEMENT

Montana Historical Society
and
Montana Federation of Historical Society Workers
Local No. 4367, MEA-MFT, AFL-CIO

The parties agree to the following pay adjustments:

- Effective January 1, 2014, all employees new to state government will receive a \$0.50 retention adjustment to their base pay upon successful completion of their probationary period.
- The following language will be incorporated into Article 12 of the 2015-2017 Collective Bargaining Agreement:

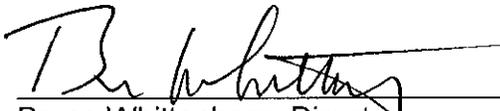
Section 4. Employees new to state government will receive a \$0.50 retention adjustment to their base pay upon successful completion of their probationary period.

- Job Code 273315 will receive a retention adjustment to the base wage from 13.3385 to 13.6185, effective April 19, 2014.

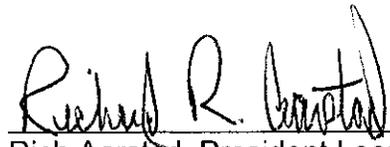
EXECUTED AND ENTERED into this 24th day of July 2014

FOR: STATE OF MONTANA
MONTANA HISTORICAL SOCIETY

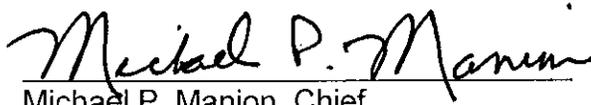
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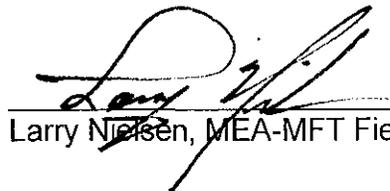
Bruce Whittenberg, Director
Montana Historical Society



Rich Aarstad, President Local # 4367



Michael P. Manion, Chief
State Office of Labor Relations



Larry Nielsen, MEA-MFT Field Consultant