

**Memorandum of Agreement  
between  
Montana State Hospital,  
Montana Department of Public Health and Human Services  
and  
UNITE HERE Local Union 427, AFL-CIO**

The parties agree employees in the dietary department at Montana State Hospital, certified by the Board of Personnel Appeals as a separate bargaining unit in Affiliation Petition No. 1-2014, will be covered by the 2013-2015 contract between MEA-MFT and HERE and the Montana State Hospital, Department of Public Health and Human Services with the following modifications:

**Article 6, Section 12.** Work schedules shall be for an entire pay period. A preliminary schedule will be posted seven days prior to the start of a new pay period. Employees will have three (3) days to request any schedule modifications. The final schedule will be posted no later than (3) three days before the end of the current pay period. Changes to the final schedule shall be for emergency situations only. This provision is a pilot program and shall expire with the expiration of the contract.

**Addendum A, Section 7.** Dietary workers assigned as Lead Worker will receive a pay differential of up to 10% of their base wage rate.

**Addendum A, Pay Schedule.** The following will be added:

Job Code	Band	Title	Hourly Minimum	Hourly Midpoint	Hourly Maximum
352212	2	Food Prep Worker	10.50	13.12	15.74
435812	2	Store Clerk	11.42	14.27	17.12

THIS AGREEMENT is signed and dated this 3<sup>rd</sup> day of June, 2014

FOR: STATE OF MONTANA

FOR: UNITE HERE:





Richard H. Opper, Director  
Department of Public Health and  
Human Services

Mark Anderlik, Executive Officer





John Glueckert, Administrator  
Montana State Hospital

Jennifer Schmidt, Chapter Steward



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