

MEMORANDUM OF UNDERSTANDING
BETWEEN
GREAT FALLS AIRPORT FIRE FIGHTERS ASSOCIATION IAFF Local # 3261
AND
STATE OF MONTANA
DEPARTMENT OF MILITARY AFFAIRS
AIR NATIONAL GUARD

Whereas training is considered a benefit to the MANG Fire Department, it is the intent of MANG management to ensure that State MCA firefighters do not lose money when leaving their normal shift to travel to a school. *It is therefore agreed:*

When attending a school at the request of Fire Department management, a firefighter shall be paid as follows:

Travel Pay: Hourly pay for reasonable travel time incurred by firefighters traveling to class location.

Class days: 8 hours of pay for each day of class (unless schedule indicates longer class periods).

Reasonable differential compensation pay: *When attending a non-local class, a firefighter will be compensated hour-for-hour for any hours that were lost from regularly scheduled shifts.*

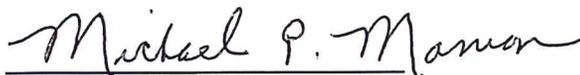
Returning to duty:

Local class: (Within Cascade County) Unless prior authorization is granted, a firefighter, upon completion of a local class, will be expected to return to the next assigned shift, unless his/her shift is currently working. If currently working, he/she will return and finish the shift after class.

Non-local class: (Outside of Cascade County) Unless otherwise authorized, firefighters will return to work on the next shift scheduled after they arrive home from an out-of-town class. If arriving back in town after mid-night the night before a scheduled shift, the firefighter may pre-arrange leave or trade shifts if necessary.

Dated this 29th day of March, 2017.

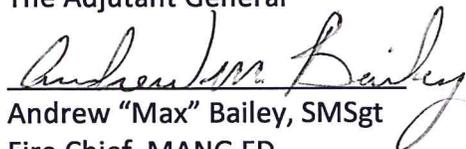
FOR: STATE OF MONTANA



Michael P. Manion, Chief
State Office of Labor Relations



Matthew T. Quinn
Major General
Director, Department of Military Affairs
The Adjutant General



Andrew "Max" Bailey, SMSgt
Fire Chief, MANG FD
Department of Military Affairs

FOR: INTERNATIONAL ASSOC. OF FIREFIGHTERS
Local #3261



Nichollas Hackett, President
Local #3261