

**MEMORANDUM OF UNDERSTANDING
BETWEEN
MONTANA STATE HOSPITAL, STATE OF MONTANA, DPHHS
AND MNA LOCAL #7 OF THE MONTANA NURSES ASSOCIATION
December 19, 2016**

Purpose: This Memorandum of Understanding (MOU) amends the current Collective Bargaining Agreement effective the first day of the pay period including December 19, 2016.

Current Language:


- 8.4 It is agreed that all employees subject to this Agreement will be classified and paid in accordance with Broadband Pay Plan as set forth in Addendum A. This Section does not, however, preclude or waive an employee's statutory right to file an appeal before the Board of Personnel Appeals.
- 8.4a Employees on industrial accident and/or extended non-paid approved sick leave shall receive Employer paid contribution to their health and accident insurance for a period up to and including three (3) months.
 - 8.4b The Employer agrees to pay toward the provision of health insurance the contribution amount as established by Legislative allocation.
 - 8.4c Employees who work the night shift 7:00pm – 7:00am or the night shift 11:00pm – 7:00am, shall be paid a wage differential of \$1.50-an hour in addition to the hourly wage rate.

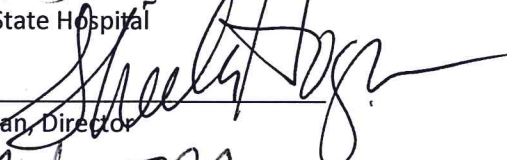
New Language:

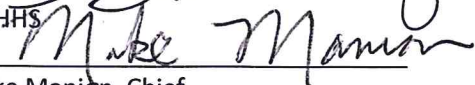
- 8.4 It is agreed that all employees subject to this Agreement will be classified and paid in accordance with Broadband Pay Plan as set forth in Addendum A. This Section does not, however, preclude or waive an employee's statutory right to file an appeal before the Board of Personnel Appeals.
- 8.4a Employees on industrial accident and/or extended non-paid approved sick leave shall receive Employer paid contribution to their health and accident insurance for a period up to and including three (3) months.
 - 8.4b The Employer agrees to pay toward the provision of health insurance the contribution amount as established by Legislative allocation.
 - 8.4c Employees who work the night shift 7:00pm – 7:00am or the night shift 11:00pm – 7:00am, shall be paid a wage differential of \$2.00 an hour in addition to the hourly wage rate.
 - 8.4d Employee hours worked on the weekend, which is defined as hours from 7:00 pm on Friday through 7:00 pm on Sunday, shall be paid a wage differential of \$1.50 an hour in addition to the hourly wage rate and in addition to any other applicable differentials.

This agreement is signed this 19th day of December 2016

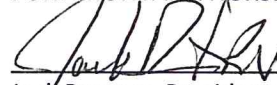
FOR: STATE OF MONTANA

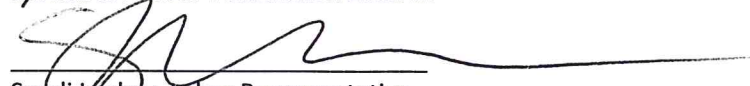

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FOR: MONTANA NURSES ASSOCIATION


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