

MEMORANDUM OF AGREEMENT

Department of Public Health and Human Services
Montana Mental Health Nursing Care Center
and
Montana Nurses Association

The parties acknowledge that supervisors, who are not part of the bargaining unit, occasionally have worked as staff RNs when there are no staff RNs available to work those shifts. The parties agree that during the 2015–2017 term of this agreement, this practice will be allowed to continue in that the employer will be permitted to allow supervisors to work shifts when there are no RNs available to work and the union will not file a grievance contesting this practice.

EXECUTED AND ENTERED into this 14th day of March 2016.

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



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

FOR: MONTANA NURSES ASSOCIATION



Amy Hauschild Labor Representative



Dianne Scotten, Administrator



Julie Capraro Local #9 President,



State Office of Labor Relations