

**MEMORANDUM OF UNDERSTANDING
BETWEEN
MONTANA STATE HOSPITAL, STATE OF MONTANA, DPHHS
AND
LOCAL #5070, HERE MEA-MFT, AFL-CIO**

February 1, 2017

Purpose: This Memorandum of Understanding (MOU) designates the process and compensation for emergent shifts to meet CMS identified staffing requirements.

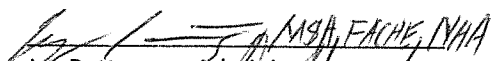
The parties agree:

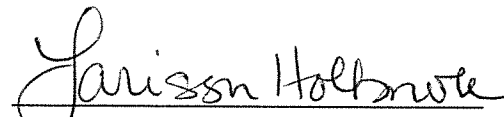
- Employees in the bargaining unit shall fill emergent shifts unless otherwise specified by mutual agreement. Management shall notify the union of emergent shifts.
- Management shall have the sole discretion to designate emergent shifts.
- Employees covered by the collective bargaining agreement that are presently eligible for overtime call shall be compensated for all hours worked during an emergent shift at double the current base salary rate in addition to all applicable wage differentials.
- Employees with an unscheduled call-off in the same pay period as agreeing to an emergent shift are still eligible to work the emergent shift but will receive regular compensation. In instances where an employee has volunteered to work an emergent shift, and due to an un-scheduled call-off the shift will be paid at a rate less than double the base rate, the employee is no longer obligated to cover the emergent shift; however, notification of the intent to vacate the emergent shift must be given to the immediate supervisor at least 24 hours before the shift start.
- All designated emergent shifts will be covered on a first come first serve basis, seniority does not apply.
- The term of this MOU is January 20, 2017 through the March 3, 2017. This MOU may be extended by mutual agreement.
- Staffing shall be a standing agenda item of LMC until permanent staffing levels have been consistently achieved. The February 2017 LMC will focus on implementation and staffing-related items.

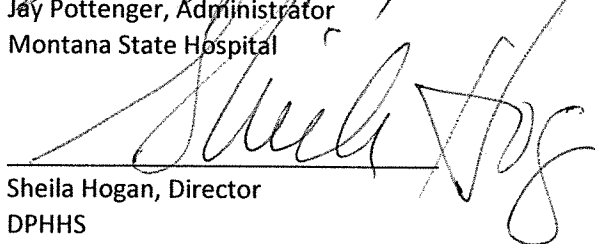
This agreement is signed this 23rd day of March 2017

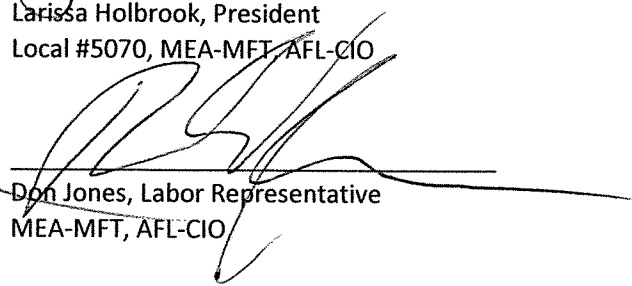
FOR: STATE OF MONTANA


FOR: MONTANA NURSES ASSOCIATION


Jay Pottenger, Administrator
Montana State Hospital


Larissa Holbrook, President
Local #5070, MEA-MFT, AFL-CIO


Sheila Hogan, Director
DPHHS


Don Jones, Labor Representative
MEA-MFT, AFL-CIO


Mike Manion, Chief
State Office of Labor Relations