

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
MONTANA STATE HOSPITAL, STATE OF MONTANA, DPHHS  
AND  
Montana State Hospital Professional Employee  
Licensed Practical Nurse Association Local #4436 MEA-MFT, AFL-CIO**

**February 2, 2017**

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

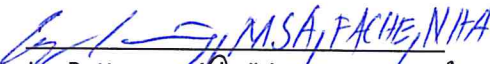
The parties agree:

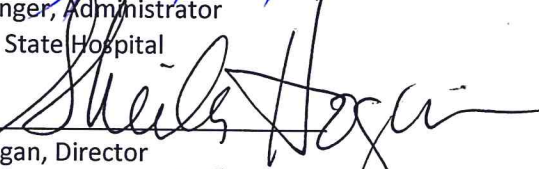
- Employees in the bargaining unit shall fill emergent shifts unless otherwise specified by mutual agreement. Management shall notify the union of emergent shifts.
- Management shall have the sole discretion to designate emergent shifts.
- Emergent shifts will be filled in accordance with the collective bargaining agreement, as contained in Article 10.4
- 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.
- 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 3 day of Feb. 2017


FOR: STATE OF MONTANA

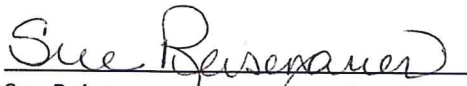
FOR: MONTANA STATE HOSPITAL PROFESSIONAL  
EMPLOYEES AND LICENSED PRACTICAL NURSE  
ASSOCIATION

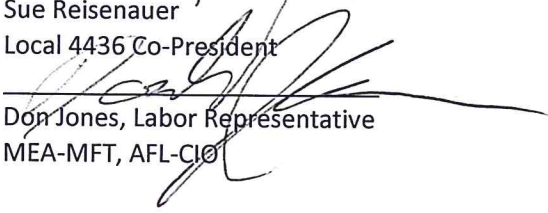
  
Jay Pottenger, Administrator  
Montana State Hospital

  
Sheila Hogan, Director  
DPHHS

  
Mike Manion, Chief  
State Office of Labor Relations

  
Cathy Orrino, Co-President  
Local #4436

  
Sue Reisenauer  
Local 4436 Co-President

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