

**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**

March 17, 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 March 4, 2017 through the April 17, 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. All future LMC's in 2017 will focus on implementation and staffing-related items.

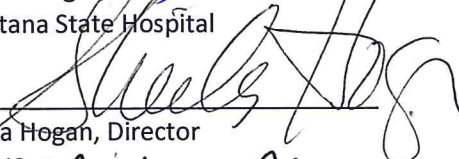
This agreement is signed this 29th day of March 2017

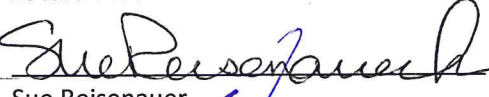
FOR: STATE OF MONTANA

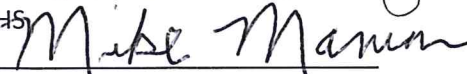
FOR: MONTANA STATE HOSPITAL PROFESSIONAL
EMPLOYEES AND LICENSED PRACTICAL NURSE
ASSOCIATION

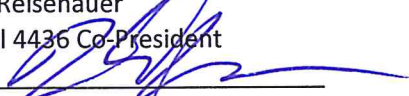

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