

Memorandum of Understanding
between
Department of Health and Human Services
and
Montana Public Employees Association

This memorandum of understanding is entered into by the Department of Health and Human Services, Office of Public Assistance, herein referred to as DPHHS OPA, and the Montana Public Employees Association, herein referred to as MPEA.

DPHHS OPA leadership and MPEA leadership agree there are a number of important issues where an LMC may be able to offer practical solutions that will promote an effective work environment and support the partnership between management and labor. The parties also agree that a functional and productive Labor/Management Committee is an appropriate venue to address issues in an effort to find common ground and forward movement for all involved. It is therefore agreed that DPHHS OPA and MPEA shall initiate training and facilitation of an LMC no later than 90 working days from the signing of this MOU. DPHHS HR and MPEA representatives shall coordinate trainers and facilitators for a one (1) day training for those who will participate. As a part of that training the designated LMC shall establish the next meeting date and agenda. The designated LMC will also establish the frequency of its' meetings and the duration of those meetings. It is also agreed that the LMC will address all issues under the idea that the LMC will be hard on issues and soft on people in order to focus on tangible issues and concerns of either Labor or Management.

Once established and trained, the LMC will be responsible for agenda items, meeting dates and time, meeting frequency and any need for outside assistance such as facilitators, experts in content areas, HR, the Executive Director of MPEA, and any others the LMC members may deem appropriate or helpful.

This MOU may be renewed or included into the CBA during negotiations for a successor agreement.

This agreement does not add to, subtract from or otherwise modify the existing contract.

Entered into and executed this 24 day of March, 2016.

FOR THE STATE:

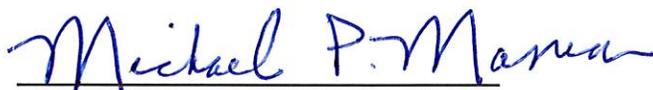


Richard Opper, Director
Department of Public Health
Human Services

FOR THE UNION:



Quinton E. Nyman, Executive Director



Michael P. Manion, Chief Negotiator
State Office of Labor Relations



Robyn Trotter, Field Representative