

**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.

It is recognized that the OPA offices are no longer under County control and have all been centralized under DPHHS OPA. It is also recognized that MPEA has historically represented a majority of DPHHS OPA offices throughout the State of Montana.

It is further recognized that DPHHS OPA representatives and MPEA representatives have discussed at length the various processes to allow the inclusion of the remaining DPHHS OPA employees into the current bargaining unit and have agreed to following grandfathering process:

- 1.) All current bargaining unit members shall remain in the bargaining unit as established.
- 2.) All remaining DPHHS OPA workers in offices that are not yet represented by this agreement shall be given the option of joining the bargaining unit.
- 3.) The above referenced workers may opt into the bargaining unit during a 30 day window upon the signing of this MOU.
- 4.) Those who opt into the bargaining unit shall then remain in the bargaining unit.
- 5.) Those who opt not to go into the bargaining unit may opt into the bargaining unit on July 1 of each year. Once those workers opt in they shall remain in the bargaining unit.
- 6.) Any positions held by DPHHS OPA workers who have not opted into the bargaining unit shall be included in the bargaining unit when the position referenced becomes vacant, regardless of where the position is moved to in the State of Montana.
- 7.) MPEA is not obligated to represent DPHHS OPA workers who do not opt into the bargaining unit under this agreement.
- 8.) This agreement shall remain in effect until all positions referenced have been included into the bargaining unit.

**FOR THE STATE:**



Richard Opper, Director  
Department of Public Health  
Human Services



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

**FOR THE UNION:**



Quinton E. Nyman, Executive Director



Robyn Trott, Field Representative