

MEMORANDUM OF AGREEMENT

Montana Historical Society
and
Montana Federation of Historical Society Workers
Local No. 4367, MEA-MFT, AFL-CIO

This memorandum of agreement is between the State of Montana, Montana Historical Society, hereafter referred to as the "employer," and the Montana Federation of Historical Society Workers Local No.4367, hereafter referred to as the "union."

The parties agree that during the term of the 2015-1017 collective bargaining agreement the parties will discuss and review non-program manager supervisory positions to determine if the position does or continues to meet the statutory requirements of a supervisor [39-31-103 (11)(a) MCA]. Meeting times and frequency will be determined by a consensus of the group.

Should the parties mutually agree that a particular supervisor position does not meet the statutory requirements the employer will voluntarily recognize the position as a member of the bargaining unit without any further bargaining or negotiations. If parties agree that the position should be included in the bargaining unit no employee shall suffer a reduction in pay or benefits.

Should over the term of this agreement the employer determine the need for an additional or new supervisory position the parties shall meet to review and discuss the duties and description of the additional or new position.

Should the parties not be able to agree upon whether a supervisory position meets the statutory requirements or if the position rightly belongs in the bargaining unit, nothing in this agreement shall prohibit the union from pursuing the matter by filing a unit clarification with the Montana Board of Personnel Appeals.

This agreement shall expire on 30 June 2017.

DATED this 2nd day of March 2016.

FOR THE STATE:

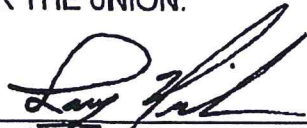


Michael P. Manion, Chief Negotiator
State Office of Labor Relations



Bruce Whittenberg, Director
Montana Historical Society

FOR THE UNION:



Larry Nielsen, Field Consultant
MEA-MFT



Richard Aarstad, President
MEA-MFT Local #4367