

**Memorandum of Agreement
between
Montana State Hospital,
Montana Department of Public Health and Human Services
and
UNITE HERE Local Union 427, AFL-CIO**

The parties agree employees in the dietary department at Montana State Hospital, certified by the Board of Personnel Appeals as a separate bargaining unit in Affiliation Petition No. 1-2014, will be covered by the 2015-2017 collective bargaining agreement between MEA-MFT and HERE and the Montana State Hospital, Department of Public Health and Human Services with the following modifications:

Article 6, Section 12. Work schedules shall be for an entire pay period. A preliminary schedule will be posted seven days prior to the start of a new pay period. Employees will have three (3) days to request any schedule modifications. The final schedule will be posted no later than (3) three days before the end of the current pay period. Changes to the final schedule shall be for emergency situations only.

Addendum A, Section 7. Dietary workers assigned as Lead Worker will receive a pay differential of up to 10% of their base wage rate.

Addendum A, Pay Schedule. The following will be added:

Job Code	Band	Title	Hourly Minimum	Hourly Midpoint	Hourly Maximum
352212	2	Food Prep Worker	10.50	13.12	15.74
435812	2	Store Clerk	11.42	14.27	17.12

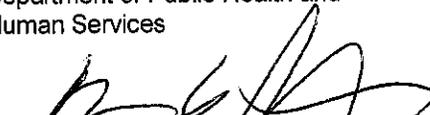
THIS AGREEMENT is signed and dated this 10th day of November, 2015

FOR: STATE OF MONTANA

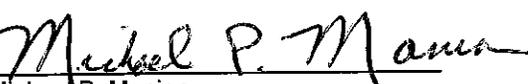
FOR: UNITE HERE:


Richard H. Opper, Director
Department of Public Health and
Human Services


Mark Anderlik, Executive Officer


John Glueckert, Administrator
Montana State Hospital


Jennifer Schmidt, Chapter Steward


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