

Memorandum of Agreement

between

Montana Public Employees Association

and

Montana Department of Environmental Quality

The parties agree to modify the 2015-2017 collective bargaining agreement as noted below:

▪ **Article 9**

Combine Sections 9.2 and 9.3; renumber 9.4

▪ **Article 14 Section 4**

Recall from layoff shall be in reverse order of layoff. The Employer shall notify a laid off employee to return to work utilizing one or both of the following methods: (a) sending a certified, return receipt letter to the last known address for the employee with a copy to the Association and shall therein notify the employee that failure of the employee to notify the Employer of his/her intent to return to work within ten (10) business days of the mailing of said letter shall constitute a forfeiture of his/her right to return to work; (b) the Employer shall send an email to the employee's personal email account if on file to help expedite notification. Recall rights shall be limited to a period of two (2) years following the date of layoff.

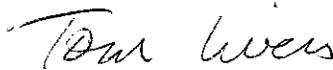
▪ **Addendum A Section 4 Health Insurance**

Add the word 'to' at the beginning of (\$976 a month) and (\$104 a month)

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

Entered into and executed this 18th day of February, 2016.

FOR THE STATE:



Tom Livers, Director
Dept. of Environmental Quality



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

FOR THE UNION:



Lisa Tucker, Chapter President



Quinton E. Nyman, Executive Director


Raymond Berg, Field Representative