

Memorandum of Understanding
Between
Montana Department of Corrections
And
Federation of Montana State Prison Employees Local 4700

This Memorandum of Understanding is mutually agreed upon by the Montana Department of Corrections, Montana State Prison and the Federation of Montana State Prison Employees Local 4700.

Whereas, the Treasure State Correctional Training Facility (TSCTF), within the Probation and Parole Division, will be repurposed as a unit within the Montana State Prison the parties agree to the following provisions regarding existing employees classified as Drill Instructors at TSCTF.

- Current Drill Instructors working at TSCTF will be given the opportunity to continue their employment with the Department of Corrections and will be reassigned as correctional officers at Montana State Prison.
- Drill Instructors who choose to continue their employment with the Department of Corrections at Montana State Prison shall become members of the bargaining unit and fall under the provisions of the Collective Bargaining Agreement (CBA) between Montana State Prison and the Federation of Montana State Prison Employees Local 4700.
- Drill Instructors who join the bargaining unit will be classified as Correctional Officers, Band 3 Class Code 333113.
- Drill Instructors will enter the bargaining unit as correctional officers, effective 1 October 2017.
- Drill Instructors entering the bargaining unit will be recognized like other new employees and must, if not already done so, complete training at the MLEA.
- Drill Instructors shall not transfer into the bargaining unit any seniority for the purposes of job bidding, vacations, regular days off or for any other seniority related benefit provision of the CBA.
- Drill Instructors entering as correctional officers shall be pay protected at their current rate and shall not suffer any loss of pay.
- Should the existing pay rate for a drill instructor be higher than the provisions of the wage scale for Correctional Officers, Band 3, in the CBA, the employee shall not be eligible for incremental raises until the wage scale in the CBA becomes equal to or

greater than the employee's hourly wage rate. Once the wage scale becomes equal to or greater than the employee's wage, the employee will be eligible for incremental increases on their anniversary date as provided by the CBA.

- Drill Instructors may be given credit for past work experience as per Addendum A, Section 5 of the CBA.

Whereas, the repurposed TSCTF has yet to be given a name designation by the Department of Corrections it shall be hereafter referred to in this Memorandum of Understanding as the "repurposed unit" at Montana State Prison.

Correctional Officers at the repurposed unit will be titled as "Correctional Treatment Officers".

Correctional Treatment Officers shall be classified as Correctional Officers, Band 4 Class Code 333114 and shall be on the same pay scale as Correctional Officer Transportation.

Correctional Treatment Officer vacancies at the repurposed unit shall be filled as per Article 9 Sections 1 and 2 of the CBA.

All bargaining unit members shall be eligible to apply for Correctional Treatment Officer vacancies.

Correctional Treatment Officer vacancies shall be filled by the most qualified candidate.

Correctional Treatment Officer positions shall be considered permanent positions. Should an officer be reassigned to a post outside of the repurposed unit and incur a wage reduction the employee may grieve the reassignment utilizing the grievance procedure in Article 14 of the CBA.

In the situation of a short-term, temporary vacancy, or to fill a shift, a correctional officer may be assigned by management to a temporary duty assignment at the repurposed unit without advertising the vacancy as per Article 9 Section 1 of the CBA.

Any temporary duty assignment, other than to fill a shift, must have mutual agreement of the parties.

A correctional officer fulfilling a temporary duty assignment at the repurposed unit shall receive a \$.50 per hour increase for the hours worked at the repurposed unit.


IN WITNESS WHEREOF, the Parties hereto, acting by and through their respective and duly authorized officers and representatives, have hereto set their hands and seals.

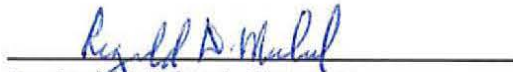
DATED this 16th day of November, 2017

FOR: THE STATE OF MONTANA
DEPARTMENT OF CORRECTIONS
MONTANA



Mike Manion, Chief
State Office of Labor Relations

FOR: FEDERATION OF MONTANA
MONTANA STATE PRISON EMPLOYEES,
STATE PRISON LOCAL 4700,
MEA-MFT, AFL-CIO


David W. Harris, President
FMSPE Local #4700, MEA-MFT


Reginald Michael, Director
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Larry Weisen, Field Consultant
MEA-MFT


Michael Fletcher, Warden
Montana State Prison