

Memorandum of Understanding
Between
MFPE (formally MPEA) Local #4993
And
The Department of Revenue
The State of Montana

This Memorandum of Understanding between the State of Montana Department of Revenue and Montana Federation of Public Employees (MFPE) Local #4993 is entered into for the purpose of clarifying Article 12-Seniority and Layoff, Section 5-Recall of the 2017-2019 collective bargaining agreement as to the recall process for two or more employees who have the same layoff date.

Current Contract Language:

Section 5. Recall currently reads as follows:

Section 5. Recall. Recall from a layoff shall be in reverse order of layoff by job. When recalling employees, the Employer shall send a certified return receipt letter to the last known address of the employee with a copy to the Union. The letter shall state that failure to notify the Employer within 15 working days of his or her intent to return to work shall constitute forfeiture of all recall rights. Recall rights shall be limited to a period of two years following the date of the layoff.

The parties agree to add the following sentence to section five addressing two or more employees who have the same layoff date and therefore have the same recall date.

NEW Section 5. Recall will now read as follows:

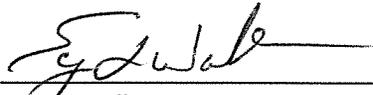
Section 5. Recall. Recall from a layoff shall be in reverse order of layoff by job. For two or more employees who have the same layoff date employees will be recalled based on seniority. When recalling employees, the Employer shall send a certified return receipt letter to the last known address of the employee with a copy to the Union. The letter shall state that failure to notify the Employer within 15 working days of his or her intent to return to work shall constitute forfeiture of all recall rights. Recall rights shall be limited to a period of two years following the date of the layoff.

THIS AGREEMENT is signed and dated this 26th day of October 2018.

FOR: STATE OF MONTANA



Michael P. Manion, Chief
State Office of Labor Relations



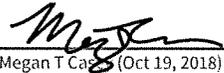
Gene Walborn, Director
Department of Revenue

FOR: MFPE



Eric Feaver (Oct 22, 2018)

Eric Feaver, President
Montana Federation of Public Employees
(MFPE)



Megan T. Casey (Oct 19, 2018)

Megan Casey, Field Representative
Montana Federation of Public Employees
(MFPE)



Kimberley Mills (Oct 17, 2018)

Kimberley Mills, President
Montana Federation of Public Employees
(MFPE)
Local #4993