

# Memorandum of Agreement

Department of Public Health and Human Services

Montana Mental Health Nursing Center

And

Montana Nurses Association

The parties acknowledge that supervisors, who are not part of the bargaining unit, occasionally have worked as staff RNs when there are no staff RNs available to work those shifts. The parties agree that during the 2017-2019 term of this agreement, this practice will be allowed to continue in that the employer will be permitted to allow supervisors to work shifts when there are no RNs available to work and the union will not file a grievance contesting this practice.

EXECUTED AND ENTERED into this 3<sup>rd</sup> day of November 2017.

FOR: STATE OF MONTANA

FOR: MONTANA NURSES ASSOCIATION

DEPARTMENT OF PUBLIC HEALTH  
AND HUMAN SERVICES



Sheila Hogan, Director  
Department of Public Health and  
Human Services



Amy Hauschild Labor Representative




Dianne Scotten, Administrator



Julie Capraro Local #9 Co-President



Michael P. Manion, Chief  
State Office of Labor Relations



Bethaney Eide, Local #9 Co-President