

MEMORANDUM OF UNDERSTANDING

TO CONTRACT EFFECTIVE JULY 1, 2017 THROUGH JUNE 30, 2019

by and between

**MONTANA STATE HOSPITAL
DEPARTMENT OF PUBLIC HEALTH AND HUMAN SERVICES**

and

MEA-MFT, Local 4436

This Memorandum of Understanding (MOU) entered into this 13th day of March, 2018 by and between the State of Montana, Department of Public Health and Human Services, hereinafter referred to as "Employer", and MEA-MFT, Local 4436, hereinafter referred to as "Union", shall be considered as an addendum to and by reference herein, incorporated as part of the Collective Bargaining Agreement executed by the Employer and the Union.

The Employer and the Union mutually agree to a pilot program for certain employees working as Social Workers covered under this collective bargaining agreement. This pilot program shall allow for an 80-hour pay period, over a two-week period, with Social Workers to be scheduled for four 10-hour work days per week. This schedule is entered into on a trial basis, beginning on or about February 1, 2018, and continuing for 90 working days. Management has the right to terminate this program at any time during the 90-day period should it believe the schedule is not meeting the needs of the Hospital.

This pilot program will be reviewed by management, along with the union, prior to the end of 90 days to determine if the program will continue.

The following conditions are agreed to:

1. There shall be no more than one Social Worker scheduled off per unit, per day, Monday through Friday.
2. 10-hour shifts will be 8:00 am – 6:00 pm, or 8:30 am to 6:30 pm. 8-hour shifts will be 8:00 am – 4:00 pm, or 8:30 am to 4:30 pm.
3. The Clinical Director and Program Manager will meet with each unit to customize the schedule according to the needs of that unit. Seniority will apply when scheduling. The schedule chosen will not be changed during the pilot project.
4. Employees will be allowed to remain on their current 8-hour, Monday through Friday schedule, if they so choose.
5. An employee transferring to a vacant position covered under this MOU, must work the schedule of the vacant position. There will be no bumping.

6.) It is understood that typically Social Workers are not scheduled to work on Holidays. When a Social Worker scheduled for 10-hour shifts is scheduled off for a Holiday during a Holiday week, the Social Worker shall be paid for eight hours of holiday pay as per the collective bargaining agreement. To make up the remaining two hours, the employee may use two hours of annual leave or compensatory time. With their supervisor's permission, employees may flex these hours by working an additional two hours during the week in which the holiday falls.

7.) Monthly updates will be set up between the social workers and management to provide feedback on the pilot project.

It is further agreed that this MOU does not change the collective bargaining agreement in any other way.

Dated this 13th day of March, 2018

For: THE STATE OF MONTANA



Sheila Hogan, Director
Department of Public Health and
Human Services

For: MEA-MFT, Local 4436



Don Jones, Field Agent
MEA-MFT, Local 4436



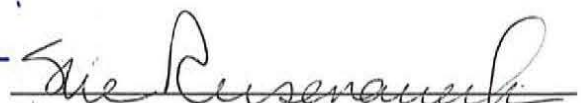
Jay Pottenger, Chief Executive Officer
Montana State Hospital

Cathy Orrino

Cathy Orrino
Local 4436 Co-President



Michael P. Manion, Chief
State Office of Labor relations



Sue Reisenauer
Local 4436 Co-President