

DEPARTMENT OF LIVESTOCK
ANIMAL HEALTH & FOOD SAFETY DIVISION, MEAT AND POULTRY BUREAU
SUPPLEMENTAL AGREEMENT TO THE MPEA MASTER CONTRACT
MASTER CONTRACT AMENDMENTS

NOTE – Where specific Article and Section reference appear, the language, which follows, modifies MPEA Master Contract language. All other supplemental section language is unique to the Department of Livestock, Animal Health Division, Meat and Poultry Bureau.

A. WAGES

All employees covered by this collective bargaining agreement under the Broadband Pay Plan shall receive a 1% increase in their base rate effective the first full pay periods that include February 15, 2018 and February 15, 2019.

HCBD is managing the State Employee Group Health Plan to contain costs and minimize member cost impacts. Member contributions, copay amounts, deductibles, coinsurance levels, and maximum out of pocket levels will not increase through December 31, 2018 and shall only increase in the 2019 plan year if the actuarially determined Risk Based Capital Level is at or below 250%. The State of Montana will continue the employer's share of the individual health contribution for group benefits in the amount \$1054 per month for the term of this agreement.

B. HOME OFFICE

Bargaining unit members who are required to use their home as their primary office shall be provided with a \$200.00 per month stipend to defray office expenses including but not limited to home office space, utilities, internet costs for hard wired lines, equipment storage, and PO Box, not to include cell phones.

C. CELL PHONES

Any bargaining unit member hired after March 3, 2017 who are required to carry a cell phone will be issued a department cell phone. Current bargaining unit members may choose to accept a department cell phone or be reimbursed at the rate of \$40.00 per month for their current cell phone. Current bargaining unit members who accept a department cell phone may not switch back to a reimbursement plan.

D. REST BREAKS

All employees in the bargaining unit may take one (1) 15-minute rest break for each four hours worked. This time will include one break in the morning and one break in the afternoon. Breaks may not be combined into one 30-minute break. Rest breaks are not to be cumulative. Work days may not be started late, meal breaks may not be extended, and work days may not be ended early to compensate for not taking a duty-free rest break. Lunch breaks will be discussed in a Labor management setting.

E. PER DIEM

Employees traveling more than 30 road miles in a single direction from their established home office and are in travel status for at least three continuous hours, are eligible for per diem as outlined in the Montana Operations Manual. Employees are responsible for submitting an approved travel reimbursement form, which will be processed no more than once per pay period.

F. LABOR MANAGEMENT COMMITTEE

Upon ratification of the Supplemental Agreement, MPEA and the Department shall engage in Labor Management Committee training and shall establish a Labor Management Committee with up to three bargaining unit members, a field representative from MPEA and an equal number of management representatives.

Topics for LMC shall include but are not limited to: training, job postings/interview processes, policies, rules, safety, management support of complaints, per diem.

G. PROBATIONARY PERIOD

All newly hired employees to the Meat and Poultry Inspection Bureau shall serve a probationary period of not less than one (1) year.

H. LEAVE REQUESTS

Bargaining unit members, whenever possible, shall give at least a two (2) week notice of planned vacation/comp time/sick leave requests for more than five (5) consecutive days. It shall be the supervisor's responsibility to ensure work coverage for any use of leave by bargaining unit members.

I. PROTECTIVE CLOTHING

1. Employees will be required to have the proper protective footwear and will be reimbursed up to \$200 with receipts, per contract period.
2. The Employer will pay the cost of commercial laundering of lab coats each month. The employee must provide the employer with receipts at the end of each month.
3. The employer will provide one box of fifty disposable lab coats per year.

DATED this 26th day of June, 2018

FOR STATE OF MONTANA:

Mike Manion

Mike Manion (Jun 26, 2018)

Michael P. Manion, Chief
Department of Administration

Michael S. Honeycutt

Michael S. Honeycutt (Jun 15, 2018)

Mike Honeycutt, Executive Officer
Livestock

FOR MONTANA PUBLIC
EMPLOYEES ASSOCIATION

Quinton E Nyman

Quinton E Nyman (Jun 12, 2018)

Quinton E. Nyman, Executive
Director MPEA

Don Holwegner

Don Holwegner (Jun 12, 2018)

Don Holwegner, MPEA
Bargaining Team Member