

**MEMORANDUM OF UNDERSTANDING
BETWEEN
MONTANA FEDERATION OF PUBLIC EMPLOYEES (MFPE)
&
DEPARTMENT OF LABOR AND INDUSTRY (DLI)**

This Memorandum of Understanding (“MOU”) is entered into by the Montana Department of Labor and Industry (DLI) and the Montana Federation of Public Employees (MFPE). The parties agree to amend the Department of Labor and Industry Supplemental Pay Matrix agreement to the MPEA Master Contract as follows:

2018 Management Pay Proposal for UI Charging & Tax

Job Code	Title Placement Code	Title	95% of IBP 1	IBP 1	IBP 2	IBP 3	IBP 4	IBP 5	IBP 6	IBP 6
434634	239	UI Claims Examiners - CLE & CHE II (4a)	\$ 32,104	\$ 33,794	\$ 34,466	\$ 35,137	\$ 35,808	\$ 36,480	\$ 37,151	\$ 17.86
434634		CHE II - Proposed	\$ 32,660	\$ 34,379	\$ 35,349	\$ 36,319	\$ 37,289	\$ 38,259	\$ 39,229	\$ 18.86
434634	273	UI Claims Examiners -CLE & CHE III (4b)	\$ 34,252	\$ 36,055	\$ 36,999	\$ 37,943	\$ 38,887	\$ 39,831	\$ 40,775	\$ 19.60
434634		CHE III - Proposed	\$ 35,102	\$ 36,950	\$ 38,233	\$ 39,517	\$ 40,801	\$ 42,084	\$ 43,368	\$ 20.85
131315	82	UI Insurance Claims Examiners - CLE IV (5a)	\$ 35,763	\$ 37,646	\$ 39,313	\$ 40,980	\$ 42,648	\$ 44,314	\$ 45,982	\$ 22.11
131315	274	UI Insurance Claims Examiners - CLE V (5b)	\$ 38,530	\$ 40,558	\$ 42,483	\$ 44,407	\$ 46,330	\$ 48,255	\$ 50,178	\$ 24.12
132815	235	Tax Examiner - 5 Level I (current)	\$ 36,457	\$ 38,376	\$ 40,294	\$ 42,213	\$ 44,132	\$ 46,051	\$ 47,969	\$ 23.06
132815		Tax Examiner - 5 Level II - Proposed	\$ 38,530	\$ 40,558	\$ 42,483	\$ 44,407	\$ 46,330	\$ 48,255	\$ 50,178	\$ 24.12

Management will agree to do an evaluation of the Monetary Unit to include desk audits and a review of current duties.

With the change in proposed pay for the Charging Unit, all charging duties will reside in the Charging Unit and will no longer be performed by the Claims Examiners.

This change in duties will take effect immediately.

The pay proposal for the Tax Examiners Level II (above) will only apply to the Field Audit staff. The Status and Rating Tax Examiners (Level I above) will remain at their current pay.

All pay rate changes as reflected above will take effect March 1, 2019.

DATED this 20th day of November 2018.

FOR: THE STATE OF MONTANA:



Galen Hollenbaugh, Commissioner
Department of Labor and Industry



Mike Manion, Chief Labor Negotiator
State of Montana Department of Labor Relations

FOR: MONTANA FEDERATION OF PUBLIC EMPLOYEES:



Eric Feaver (Nov 12, 2018)

Eric Feaver, President
Montana Federation of Public Employees