

**Memorandum of Understanding**  
between  
**Department of Public Health and Human Services**  
and  
**Montana Public Employees Association**

This memorandum of understanding is entered into by the Department of Public Health and Human Services, Offices of Public Assistance, herein referred to as DPHHS OPA, and the Montana Public Employees Association, herein referred to as MPEA.

This Memorandum of Understanding (MOU) addresses the closure of specifically identified DPHHS Office of Public Assistance Offices (OPA) in accord with MCA 17-7-140 and the 2017 special session of the legislature. It is understood that in addition to office closures, the budget also reduced funding for 13 permanent FTE.

Employees will have the following options:


- To transfer to another office that will remain open and where there is available office space.
- If multiple employees choose to transfer to the same office and there are a limited number of openings, seniority shall determine placement.
- To take the options aligned with the Reduction in Force (RIF) policy in the event the employee opts not to transfer.

Entered into and executed this 18<sup>th</sup> day of December, 2017.

**FOR THE STATE:**

  
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Sheila Hogan, Director  
Department of Public Health  
Human Services

**FOR THE UNION:**

  
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Quinton E. Nyman, Executive Director

  
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Michael P. Manion, Chief Negotiator  
State Office of Labor Relations

  
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Robyn Trott, Field Representative