

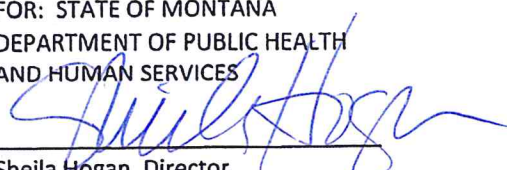
MEMORANDUM OF UNDERSTANDING
between
STATE OF MONTANA
DEPARTMENT OF PUBLIC HEALTH AND HUMAN SERVICES
MONTANA MENTAL HEALTH NURSING CARE CENTER
and
MONTANA FEDERATION OF PUBLIC EMPLOYEES

This Memorandum of Understanding is entered into, by and between the State of Montana Department of Public Health and Human Services, Montana Mental Health Nursing Care Center, hereinafter referred to as the "Employer" or "Facility" and Montana Federation of Public Employees "MFPE", Local #7792. This Memorandum of Understanding shall serve as a one-time addendum to the current collective bargaining agreement, July 1, 2017-June 30, 2019. This Memorandum of Understanding is related to the closure of the Lewistown Infirmary. The goal of this MOU is to preserve jobs and create the least amount of disruption to staff and residents of the Facility, due to the closure. The parties agree to the following bidding process:

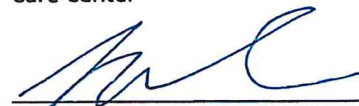
1. The Certified Nursing Assistants (CNA's) voted and the majority vote was for the CNA's to rebid their shifts in August 1, 2018, using seniority as the determining factor. This rebidding process included CNA's from both the Infirmary and Montana Mental Health Nursing Care Center.
2. The bidding process that was chosen on August 1, 2018 will be the bid that will be used to transfer CNA's from the Infirmary to the Montana Mental Health Nursing Care Center, upon closure of the Infirmary.
3. In the event there has been fluctuation in CNA staffing (hires, terminations, promotions), which results in there being less than 10 positions available since August 1, 2018 the CNA staff will rebid positions, with as much prior notice as possible; using the same bidding method, prior to the closure of the Infirmary.
4. Any employees on the Infirmary side, other than CNA's, will transfer from the Infirmary to the Montana Mental Health Nursing Care Center, with the same schedules they currently hold in the Infirmary.
5. The new schedules may start as soon as December 1, 2018.

EXECUTED AND ENTERED into this 17th day of December 2018.

FOR: STATE OF MONTANA
DEPARTMENT OF PUBLIC HEALTH
AND HUMAN SERVICES

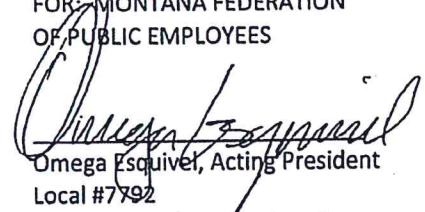

Sheila Hogan, Director
Department of Public Health and
Human Services

Dianna Scotten
Dianne Scotten, Administrator
Montana Mental Health Nursing
Care Center


Zoe Barnard, Administrator
Department of Public Health and
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Michael Manion
Michael Manion, Chief
State Office of Labor Relations

FOR: MONTANA FEDERATION
OF PUBLIC EMPLOYEES


Omega Esquivel, Acting President
Local #7792
Montana Federation of Public
Employees

Don Jones (Dec 3, 2018)
Don Jones, Field Representative
Montana Federation of Public
Employees