

MEMORANDUM OF AGREEMENT BETWEEN

The State of Montana, Department of Health and Human Services, Montana Veteran's Home

("Employer")

AND

MONTANA NURSES ASSOCIATION (MNA)

Local #27 ("Association")

This Memorandum of Agreement is entered into, by and between the Montana Veteran's Home and the Montana Nurses Association, Local Unit #27 (collectively the "Parties). The Parties agree to the following clarification:

ARTICLE 9 - HOURS OF WORK AND COMPENSATION

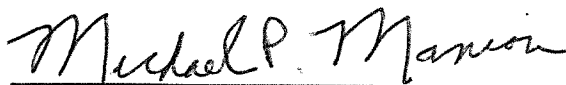
9.8 Overtime. It is hereby agreed and understood that members of this bargaining unit are professionals in their field of nursing, and as such, are exempt employees under the Fair Labor Standards Act.

Overtime shall be paid for all time that is authorized for work in excess of the employees' regularly scheduled shift or over eighty (80) hours per two (2) week pay period.

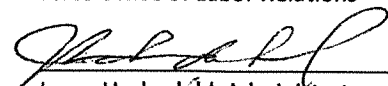
For nurses working as MDS Coordinators who work a standard Monday-Friday work schedule, overtime shall be paid for all time that is authorized for work over forty (40) hours per week.

IN WITNESS THEREOF, the parties hereby affix their signatures as of this 26th day of October 2018.

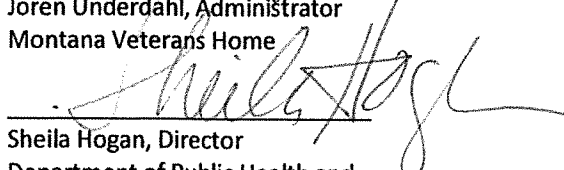
FOR THE STATE OF MONTANA:



Michael P. Manion, Chief
State Office of Labor Relations



Joren Underdahl, Administrator
Montana Veterans Home


Sheila Hogan, Director
Department of Public Health and
Human Services

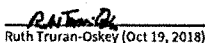
**FOR THE MONTANA NURSES
ASSOCIATION:**


Robin Haux (Oct 23, 2018)

Robin Haux, Labor Program Director
Montana Nurses Association


Leslie Shepherd (Oct 22, 2018)

Leslie Shepherd, Labor Representative
Montana Nurses Association


Ruth Truran-Oskey (Oct 19, 2018)

Ruth Oskey, President
Montana Nurses Association Local 27