

OFFICE OF THE GOVERNOR
STATE OF MONTANA

STEVE BULLOCK
GOVERNOR



MIKE COONEY
LT. GOVERNOR

MEMORANDUM OF AGREEMENT

Reduction in Force

This Memorandum of Agreement (MOA) is among the State of Montana and MPEA, MEA-MFT and AFSCME and is applicable to all bargaining unit employees represented by MPEA, MEA-MFT, and AFSCME working in state agencies that experience a reduction in force due to budgetary cuts triggered by Chapter 429 [SB 261], Laws of 2017.

- Management shall provide notice of a reduction in force consistent with 2-18-1206, MCA, unless greater time periods are provided in the respective Collective Bargaining Agreements.
- Employees who have received notice of a reduction in force may request a reasonable amount of paid release time from work duties (not charged to annual leave or accrued compensatory time) for resume preparation; job search; appointments at job service offices; and job interviews. Management shall consider the agency's and employee's needs; job type; workload; budget; and any other relevant factors in determining how much paid release time to grant an employee.
- Probationary, temporary, and contract employees (if allowed by the applicable contract) working within the budgeted agency unit experiencing the need for a reduction in force must be reduced in force before a layoff of a bargaining unit member. Exceptions to this provision are permissible if the temporary or contract employee(s) possesses knowledge, skills, and abilities required to initiate or complete a project, duty, or responsibility.
- This MOA's term is 3/1/17 through June 30, 2019.

FOR: STATE OF MONTANA

Handwritten signature of Mike Manion in blue ink.

Mike Manion, Chief
State Office of Labor Relations

FOR: MPEA, MEA-MFT, AFSCME

Handwritten signature of Quint Nyman in blue ink.

Quint Nyman, Director
MPEAHandwritten signature of Eric Fever in blue ink.

Eric Fever, President
MEA-MFTHandwritten signature of Timm Twardoski in blue ink.

Timm Twardoski, Director
AFSCME