

MEMORANDUM OF UNDERSTANDING

TO CONTRACT EFFECTIVE

July 1, 2019 THROUGH June 30, 2021

by and between

**State of Montana
Department of Military Affairs
Montana Youth Challenge Academy**

And

Montana Youth Challenge Academy Employees Union, MFSE

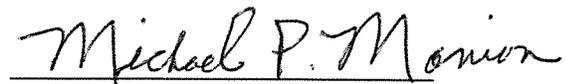
This Memorandum of Understanding (MOU) is entered into this January 13, 2020 by and between the State of Montana, Department of Military Affairs, Montana Youth Challenge Academy ("Employer"), and Montana Youth Challenge Academy Employees Union, MFSE ("Union").

Specific to maintaining a CI or Teacher Career Ladder level, it is recognized that circumstances/issues may exist that may, for example, compromise an employee's ability to take and/or pass the annually required physical fitness/competency test or take and complete a mandated state of Montana Department of Military Affairs policy or education course. Performance deficiencies may also result in "unsatisfactory" ratings in an Annual Performance Management Appraisal. In these and other similar type events, the employee will be provided a Performance Improvement Plan to remedy the deficiency. The employee will be afforded one cycle to correct the deficiency before pay and level are reduced. This process will be formally managed by his/her department lead, and may include initiation of the Progressive Disciplinary Process, as warranted. If the deficiency is not remedied, the employee will be reduced to the Career Ladder level applicable to the shortfall(s), to include reduction of pay. Progression from that level will resume in accordance with existing policy. Any exception to this policy may be considered by the Administrator but requires a written request with a full accounting of the circumstances.

This MOU amends Labor Agreement No. 086, as described herein. In all other respects, Labor Agreement 086 remains unchanged.

Dated this January 13, 2020

For: THE STATE OF MONTANA



Michael P. Manion
State Office of Labor Relations
Department of Administration



Matthew T. Quinn
Major General
Director, Department of Military Affairs
The Adjutant General

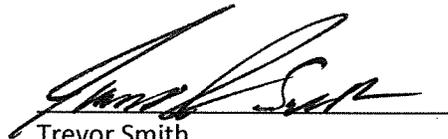


Trent Gibson, Director
Montana Youth Challenge Academy

For: MONTANA FEDERATION OF PUBLIC
EMPLOYEES



Jeff Cowee
MFPE Field Consultant



Trevor Smith
MYCA Local Union, MFPE