

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
STATE OF MONTANA  
OFFICE OF THE STATE PUBLIC DEFENDER ATTORNEYS  
AND  
THE AMERICAN FEDERATION OF STATE, COUNTY,  
AND MUNICIPAL EMPLOYEES, COUNCIL 9**

This memorandum of understanding is entered into by the Office of the State Public Defender herein referred to as the Employer, and the American Federation of State, County, and Municipal Employees (AFSCME), herein referred to as the Union.

This memorandum of understanding will go into effect the 11<sup>th</sup> day of April 2020 and may provide the following:

The Employer may reimburse new employees who take the Montana Bar Association test or reimburse employees from out of state who have a qualifying Uniform Bar Examination score, up to \$2500 for admission into the Montana State Bar. In addition, the Employer may pay relocation expenses of up to \$2500, with receipts. Any employee who receives these reimbursements and leaves within one year will be expected to reimburse the Employer 100% of the total amount received. Any employee who leaves the Employer between 2-4 years of employment, that has received these reimbursements, will have to reimburse the Employer on a pro-rated basis.

This Memorandum of Agreement will sunset on June 30, 2021.

DATED: 4/15/2020 \_\_\_\_\_

**FOR THE STATE OF MONTANA:**

DocuSigned by:  
  
E0F36B304A0A471  
Rhonda Schaffer, Director  
Office of State Public Defender

DocuSigned by:  
  
8E2DE0861B4E4EF  
Michael P. Manion, Chief  
State Office of Labor Relations

DocuSigned by:  
  
1E8AEE070E704E2  
Daniel Miller, Conflict Defender Division Administrator  
Office of State Public Defender

DocuSigned by:  
  
BA17908150C1495  
Peter Ohman, Public Defender Division Administrator  
Office of State Public Defender

**FOR THE AMERICAN FEDERATION  
OF STATE, COUNTY, AND  
MUNICIPAL EMPLOYEES:**

  
Timm Twardoski, Executive Director  
AFSCME Council 9