

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (MOU) is entered into between the Montana Federation of Public Employees (MFPE), the American Federation of State, County, and Municipal Employees (AFSCME), and the State of Montana ("the State").

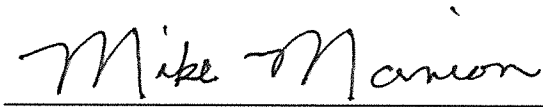
1. MEMBERSHIP INFORMATION

Designated Union representatives and their local affiliates and chapters shall receive ample opportunity to provide membership information to Union-represented positions during the employee onboarding process. Because State agencies have a variety of onboarding processes, a union shall schedule its access time with each agency. The State and the Union shall work together to ensure reasonable access to the onboarding processes through either in-person presentations or other avenues--such as web-based and/or written information—in those situations where in-person orientation does not occur.

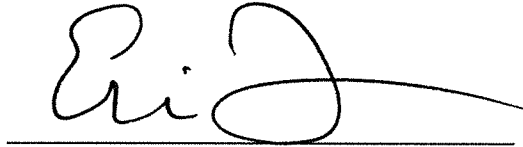
2. STATUTORY RIGHTS/INQUIRIES

The Union and the State agree that employing State agencies may not interfere with, restrain, or coerce employees in the exercise of rights guaranteed in 39-31-201, MCA. The parties further agree that employing State agencies shall direct all newly hired employees and current employees who have questions and concerns regarding Union membership to contact the Union-designated representatives.

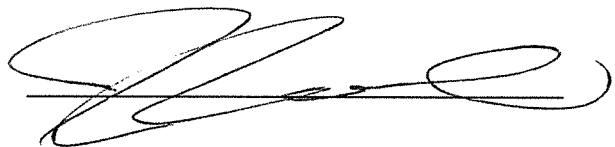
DATED: 5th day of September, 2018.



Mike Manion
State Chief Labor Negotiator



Eric Feaver, President, MFPE



Timm Twardoski, Executive Director
AFSCME Council 9