

Memorandum of Agreement

between

Montana Public Employees Association

and

Montana Department of Environmental Quality

The parties agree to participate in a pilot project for employees within the Air Permitting, Compliance, and Registration Program for the express purposes of establishing a systematic and equitable job progression model to be implemented at DEQ for some positions presently governed by the Collective Bargaining Agreement (CBA). The group selected for the pilot project is comprised of (15) full-time employees working under the job title of Environmental Engineer or Environmental Science Specialist. The parties will meet routinely for the duration of the pilot project to discuss project status and potential modifications to maintain a qualified work force while supporting individual career aspirations.

The parties agree to meet, discuss, and resolve any protocol and procedures established within the pilot project that come into conflict with the Collective Bargaining Agreement (CBA). The pilot project will supersede the CBA for determining pay for all new hires, job placements and transfers into positions identified in the pilot within the Air Permitting, Compliance and Registration Program for the duration of the pilot project.

Unless otherwise agreed in writing, the pilot project will survive the expiration of the current CBA and continue for a total period of (12) months.

Other than what is stated above this agreement does not add to, subtract from or otherwise modify the existing contract.

Entered into and executed this 6th day of March, 2015

FOR THE STATE:

Tom Livers

Tom Livers, Director DEQ

Mike Manson

State Office of Labor Relations

FOR THE UNION:

Lisa Tucker

Lisa Tucker, Chapter President

Quinton E. Nyman

Quinton E. Nyman, Executive Director

Raymond Berg

Raymond Berg, Field Representative