

MEMORANDUM OF UNDERSTANDING

by and between

**State of Montana
Department of Public Health and Human Services**

Intensive Behavior Center

And

AFSCME, AFL-CIO Local 971

This Memorandum of Understanding (MOU) is entered into March 12, 2021 by and between the State of Montana, Department of Public Health and Human Services, Intensive Behavior Center ("Employer"), and AFSCME, AFL-CIO Local 971 ("Union").

The parties agree, due to staffing shortages, to compensate members of the bargaining unit as shown below in addition to the existing wage schedule:

- Beginning March 13, 2021, employees covered by this agreement will be paid at a rate of two times their base wage for all overtime hours worked as a Direct Service Provider.
- Staffing levels will be reviewed at least monthly by Employer to determine the need to continue this MOU and will communicate with the Union periodically regarding the status of the staffing levels and the need for double overtime.
- Employer will give the Union at least 14 calendar days' notice of when double overtime will no longer be offered.

Overtime shifts will be offered to bargaining unit members first. Should shifts remain uncovered, they will be covered by non-bargaining unit members.

This MOU amends Labor Agreement No. 003, as described herein. In all other respects, Labor Agreement No. 003 remains unchanged.

Dated March 12, 2021.

For: THE STATE OF MONTANA
Department of Public Health and
Human Services

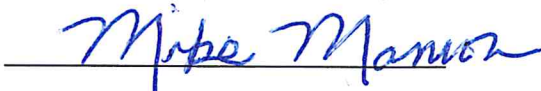


Adam Meier, Director, DPHHS

FOR: AFSCME, AFL-CIO Local 971



Timm Twardoski, Executive Director
AFSCME Montana Council 9



Mike Manion, Chief,
Office of Labor Relations