

**Memorandum of Understanding**  
**Between**  
**Montana Department of Corrections**  
**And**  
**Montana Federation of Women's Prison Employees Local 4699**

This Memorandum of Understanding is mutually agreed upon by the Montana Department of Corrections, Montana State Women's Prison and the Montana Federation of Women's Prison Employees Local 4699.

Whereas, the Lewistown Infirmary (LI) within the Department of Corrections will be closed, the parties agree to the following provisions regarding existing employees classified as Correctional Officers at Lewistown Infirmary.

- Current Correctional Officers working at the Lewistown Infirmary will be given the opportunity to continue their employment with the Department of Corrections and will be reassigned as Correctional Officers at Montana State Women's Prison (MWP).
- Correctional Officers who choose to continue their employment with the Department of Corrections at the Montana State Women's Prison shall become members of the bargaining unit and fall under the provisions of the Collective Bargaining Agreement (CBA) between Montana State Women's Prison and the Montana Federation of Women's Prison Employees Local 4699.
- Correctional Officers (LI) will enter the bargaining unit as Correctional Officers (MWP), effective 1 December 2018.
- Correctional Officers (LI) entering the bargaining unit will be recognized in the same manner as other new employees and must, if they have not already done so, complete training at the Montana Law Enforcement Academy.
- Correctional Officers (LI) shall not transfer into the bargaining unit any seniority for the purposes of job bidding, vacations, regular days off or for any other seniority-related benefit provision of the CBA.
- Correctional Officers (LI) entering as Correctional Officers (MWP) shall be pay protected at their current rate and shall not suffer any loss of pay.
- Should the existing pay rate for a Correctional Officer (LI) be higher than the provisions of the wage scale for Correctional Officers (MWP), Band 3, in the CBA, the transferred employee shall not be eligible for incremental raises until the wage scale in the CBA becomes equal to or greater than the transferred employee's hourly wage rate. Once the wage scale becomes equal to or greater than the transferred employee's wage, the

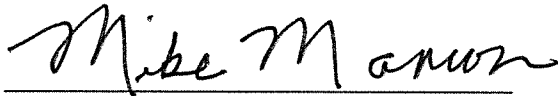
transferred employee will be eligible for incremental increases on their anniversary date as provided by the CBA.

IN WITNESS WHEREOF, the Parties hereto, acting by and through their respective and duly authorized officers and representatives, have hereto set their hands and seals.

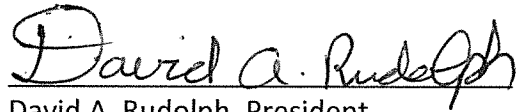
DATED this 2nd day of November, 2018

FOR: THE STATE OF MONTANA  
DEPARTMENT OF CORRECTIONS

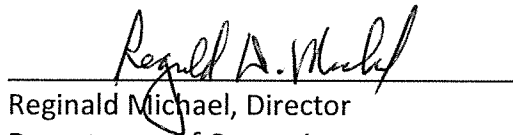
FOR: MONTANA FEDERATION OF  
WOMEN'S PRISON EMPLOYEES  
LOCAL 4699, MONTANA FEDERATION OF  
PUBLIC EMPLOYEES, AFL-CIO



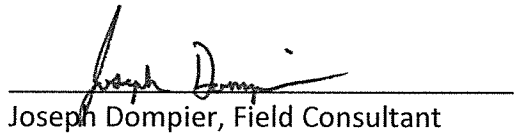
Mike Manion, Chief  
State Office of Labor Relations



David A. Rudolph, President  
Local #4699, MFPE



Reginald Michael, Director  
Department of Corrections



Joseph Dompier, Field Consultant  
Montana Federation of Public Employees



Jennie Hansen, Warden  
Montana State Women's Prison