

Memorandum of Understanding
Between
Montana Historical Society
And
Montana Federation of Historical Society Workers Local 4367

This Memorandum of Understanding is between the Montana Historical Society, hereafter known as the “employer”, and the Montana Federation of Historical Society Workers Local 4367, hereafter known as the “union.”

The parties agree to design and devise a career ladder pay system for all job classifications at the Montana Historical Society. The following criteria shall be used in the creation and implementation of the career ladders.

- The parties agree that the bargaining team shall continue to meet regularly, at least monthly, and create career ladders for all job classifications. The parties should utilize all available resources such as, but not limited to State of Montana Human Resources, ONet, other State agencies, or other comparable state, regional or national organizations.
- The career ladder “rungs” or steps shall have specific requirements based entirely upon skills, knowledge, and responsibilities.
- Advancement on the career ladder shall be based on a rubric which contains specific, objective and measurable criteria.
- Employees shall advance on the career ladders after completing the specific requirements and criteria for each rung. Successful completion of criteria and advancement may be determined by the employer. However, there shall be included in the advancement process an appeal committee composed of equal number from the employer and union. The appeal committee shall make the final determination regarding advancement.
- The career ladders, complete with rung requirements, rubric for advancement, compensation per rung, and an advancement determination process shall be developed and completed by December 31, 2020.
- The initial implementation of the career ladders shall commence on the first full pay period which includes July 1, 2021. The scope, depth and breadth of the initial implementation shall be determined by the bargaining teams.
- Should the parties determine the need for additional funding to support and/or fully fund the career ladders, the employer shall present the appropriate proposal to the Governor for inclusion in 2022 executive biennial budget. Final implementation of the career ladder is contingent upon funding approved by the Legislature.

8/31/2020

Signed and dated _____.

FOR: THE STATE OF MONTANA:

DocuSigned by:
Mike Manion
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Mike Manion, Chief Labor Negotiator
State Office of Labor Relations

DocuSigned by:
Bruce Whittenberg
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Bruce Whittenberg, Director
Montana Historical Society

**FOR: MONTANA FEDERATION OF PUBLIC
EMPLOYEES:**

DocuSigned by:
Laura Ferguson
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Laura Ferguson, President
Local #4367