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."

Whereas, Steve Bullock, Governor of the State of Montana, declared by executive order a state of emergency in the State of Montana.

Whereas, federal, state and local medical experts have recommended social distancing, teleworking when possible, reducing the number of employees in a restricted space and other health precautions.

Be it thus resolved, the employer and union agree that interpersonal contact between employees should be limited until the pandemic has subsided. To this end, with mutual agreement between the employee and their direct supervisor, employees shall be allowed to flex their regular work hours or establish an alternative work schedule. Flexible schedules would be a one-time exception to the regular workday. Alternative schedules are a repeating and unvarying alternative to the established eight-to–five workday. Flexible or alternative work schedules should be adjusted on a case-by-case basis based on the individual and personal needs of the employee. Flexible or alternative work schedules must be mutually agreed upon and shall not be imposed by the employer.

This agreement and flexible or alternative hours shall continue until five business days, as defined by 1-1-216 M.C.A., after the Governor of the State of Montana rescinds the state of emergency decree. On the sixth business day, employees shall return to their regular work hours established before the Governor's emergency decree.

Signed and dated this 3/26/2020 **day of March 2020.**

FOR: THE STATE OF MONTANA:

FOR: MONTANA FEDERATION OF PUBLIC EMPLOYEES:

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

DocuSigned by:

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Diane Hall, President
Local #4367