

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (MOU) is entered into among the Montana Federation of Public Employees (MFPE), the American Federation of State, County, and Municipal Employees (AFSCME), and the State of Montana ("the State").

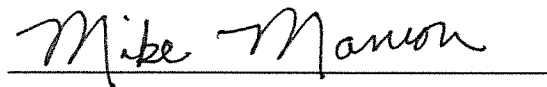
1. State Health Clinics

The parties agree that, prior to closing any of the existing State of Montana Health Clinics, the State shall notify and enter into mandatory collective bargaining with MFPE and AFSCME over the effects any proposed closure(s) may have on affected state employees.

2. Exemption From Legislative Action

This MOU does not apply to any closures resulting from actions taken by the Montana Legislature.

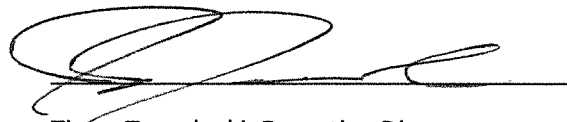
DATED: This 5th day of September, 2018.



Mike Manion
State Chief Labor Negotiator



Eric Feaver, President
Montana Federation of Public Employees



Timm Twardoski, Executive Director
AFSCME Council 9