

MEMORANDUM OF UNDERSTANDING
to contract effective
July 1, THROUGH June 30,
by and between
State of Montana
Department of Corrections
and
Montana Federation of Public Employees
Department of Corrections Consortium

This Memorandum of Understanding (MOU) is entered into this 4/1/2024 by and between the State of Montana, Department of Corrections (“Employer”), and Montana Federation of Public Employees, Department of Corrections Consortium (“Union”).

The Employer and the Union agree to the raises, bonuses, and modifications of the collective bargaining described herein.

Effective March XXXXX, the following:

- Base pay for registered nurses at all DOC facilities will increase by \$4.00 per hour.
- Base pay for licensed practical nurses at all DOC facilities will increase by \$1.74 per hour.
- All Clinical Therapists employed at the time of signing of this MOU will receive a one-time retention bonus of \$3,750. In addition, the Employer will set aside up to \$3,750 for professional development opportunities for each clinical therapist to attend training or a conference before June 30, 2025. The training or conference must be job related and approved by the supervisor. Attendance at training or conferences must be scheduled to allow adequate job coverage.

The parties agree to modify Article 7, Section 9, Subsection 1 of the collective bargaining agreement to read:

Subsection 1. While on-call, employees must remain in the State of Montana. If an employee is called back to work while on-call, such employee must report to duty within two hours, and shall be paid two hours’ pay whether he/she works two hours or not. When the working period exceeds two hours, the total time worked shall be paid at the overtime rate, unless such call out extends into the employee's scheduled shift, in which case only those hours in excess of the two-hour minimum and in excess of the regular forty-hour work week (excluding the call out time minimum) shall be paid at the overtime rate.

This MOU amends Labor Agreement No. 005, as described herein and will be incorporated into the collective bargaining agreement. In all other respects, Labor Agreement 005 remains unchanged.

Dated this 4/1/2024

For: THE STATE OF MONTANA

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Brian Gootkin, Director
Montana Department of Corrections

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Karol Ann Davis, Administrator
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For: MONTANA FEDERATION OF PUBLIC EMPLOYEES

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