

## Memorandum of Agreement

*between*

Montana Public Employees Association

*and*

Montana Department of Environmental Quality

The parties agree employees shall comply with State MOM policy Two-Factor Authentication. The RSA SecurID is a two-factor authentication for access to State of Montana computer systems and network. The Department will utilize physical fobs to comply with two-factor authentication.

The parties agree Montana Department of Environmental Quality shall provide one fob to every new Department employee upon hire. All fobs are issued for individual use by the employee. Employees are responsible for the physical security of the assigned fob at all times. Fobs should be treated in the same manner as the State Identification Badge and should be physically with the employee at all times. The parties agree if a fob is lost, broken, or stolen, the cost to replace the first fob will be the responsibility of the Department and the cost to replace the second fob, or any fob lost, broken, or stolen thereafter, will be the responsibility of the employee. Misuse or loss of the fob may result in discipline. The fob is the property of the Department and when an employee leaves employment with the Department, the fob will be turned in during the off-boarding process.

Other than what is stated above this agreement does not add to, subtract from or otherwise modify the existing contract.


Entered into and executed this 6<sup>th</sup> day of December, 2017


**FOR THE STATE:**

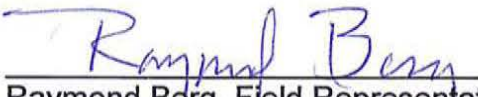
  
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Tom Livers, Director DEQ

  
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State Office of Labor Relations

**FOR THE UNION:**

  
\_\_\_\_\_  
Lisa Tucker, Chapter President

  
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Quinton E. Nyman, Executive Director

  
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Raymond Berg, Field Representative