

**MEMORANDUM OF UNDERSTANDING**  
**by and between**  
**State of Montana Department of Labor and Industry**  
**and**  
**Montana Federation of Public Employees, Local 7781**

This Memorandum of Understanding (MOU) is entered into between the State of Montana Department of Labor and Industry (Employer), and the Montana Federation of Public Employees, Local 7781 (Union), collectively "the Parties".

The Parties agree that effective November 14, 2024, wages will be increased by \$1.50 an hour for all License Examiner 2 positions (working title of Field License Examiners) in the Employment Standards Division under the Compliance Bureau.

This MOU impacts Supplemental Agreement 038 as described herein. In all other respects, Supplemental Agreement 038 remain unchanged.

Dated this December 6, 2024.

For: THE STATE OF MONTANA

MONTANA FEDERATION OF PUBLIC EMPLOYEES

DocuSigned by:

*Sarah Swanson*  
\_\_\_\_\_  
Sarah Swanson, Commissioner  
Department of Labor and Industry

Signed by:

*Leighton Wiegenda*  
\_\_\_\_\_  
Leighton Wiegenda, President  
MFPE Local 7781

Signed by:

*Karol Anne Davis*  
\_\_\_\_\_  
Karol Anne Davis, Chief Labor Negotiator  
Department of Administration