

**MEMORANDUM OF UNDERSTANDING**

**by and between**

**State of Montana**

**Department of Health and Human Services**

**and**

**Montana Federation of Public Employees**

**AFSCME**

**Montana Nurses Association**

**International Brotherhood of Teamsters**

**Montana State Hospital Craft Council**

This Memorandum of Understanding (MOU) entered into this 7/13/2023 by and between the State of Montana, Department of Health and Human Services (DPHHS), hereinafter referred to as "Employer", and Montana Federation of Public Employees Local # 5070, Local #4436, Local #3399, Local #7789, Local #7791, Local #7792, Local #7793, Local #4573, and Local #4697; Montana Nurses Association Local #7, Local #8, Local #36, Local #14, and Local #27; AFSCME Local #971, and Local #1620; International Brotherhood of Teamsters Local # 2, and Montana State Hospital Craft Council, hereinafter referred to as "Union".

An external candidate hired into an eligible, permanent, full-time, position at one of the five state-run facilities will qualify for a hiring incentive, totaling \$7,500. Eligible positions include Registered Nurses, Certified Nursing Assistants, Direct Support Professionals, Psychiatric Technicians, and Forensic Mental Health Technicians. For new employees with a six-month probation period, the hiring incentive will be paid out in two equal installments. The first payment of \$3,750 will be disbursed after the new hire successfully completes six months of continuous, full-time employment in an eligible position. The remaining \$3,750 will be disbursed after the new hire successfully completes twelve months of continuous, full-time employment in an eligible position. Eligible employees with a twelve-month probation period do not qualify for a staggered payment, and the full \$7,500 will be disbursed after the new hire successfully completes twelve months of continuous, full-time employment in an eligible position.

Current state employees transferring into a state-run facility, or to a different position within any state-run facility, are not eligible for the hiring incentive. If an employee that is eligible for hiring incentive payment(s) transfers into another facility role that is not eligible for the hiring incentive, they forfeit their eligibility to receive the hiring incentive payment(s). Qualifying individuals are only eligible for one hiring incentive while this program is in place and will not receive another hiring incentive if they terminate employment and are subsequently rehired into any facility position, or if they transfer to another eligible position within any state-run facility. Current employees who terminate employment and are subsequently rehired into a qualifying role while this program is in place, will not be eligible to receive the hiring incentive.

Incentive payments are considered wages and all applicable taxes and withholdings will be made. To receive payment, individuals must be employed in a qualifying position when the incentive payment is due.

This incentive program is effective for all new employee hires after the date of this MOU. The effectiveness of this program and the available funding will be reviewed quarterly. This program may be revoked unilaterally by management with no prior notification.

7/13/2023

Dated \_\_\_\_\_.

For: THE STATE OF MONTANA, DPHHS

DocuSigned by:

*Charles T. Brereton*

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Charles T. Brereton, Director  
Department of Public Health & Human Services

DocuSigned by:

*Anjenette Schafer*

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Anjenette Schafer, Chief  
State Office of Labor Relations

For: UNION

DocuSigned by:

*Amanda Curtis*

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Amanda Curtis, President  
Montana Federation of Public Employees

DocuSigned by:

*Robin Haux*

395DC663FCC3447...

Robin Haux, Labor Director  
Montana Nurses Association

DocuSigned by:

*Timm Twardoski*

88930181109B4DF...

Timm Twardoski, Executive Director  
AFSCME Montana

DocuSigned by:

*Aaron Ralph*

662419128540492

Aaron Ralph, Business Agent  
Teamsters, MHS Craft Council