

**MEMORANDUM OF UNDERSTANDING**  
**by and between**  
**State of Montana**  
**Montana State Hospital, Department of Health and Human Services**  
**and**  
**Western States Regional Council of Carpenters**

This Memorandum of Understanding (MOU) is entered into by and between the State of Montana, Montana State Hospital, Department of Health and Human Services (“Employer”) and the Western States Regional Council of Carpenters (“Union”).

The Employer and the Union agree to the following:

The Employer agrees to deduct from employees' wages, and remit to the Southwest Carpenters Vacation, Sick Leave and Paid Time Off Trust the sum of twenty-two cents (\$0.22) per hour beginning January 1, 2024, for all hours worked, for supplemental dues. These supplemental dues shall increase by one cent (\$0.01) per hour for every twenty-five cents (\$0.25) increase in the negotiated hourly rate thereafter. The union shall notify the employer of the new dues rate and date of implementation.

Except as expressly modified by the foregoing terms, the existing terms under the Agreement shall remain in full force and effect.

Dated: December 21, 2023

**THE STATE OF MONTANA**

**WESTERN STATES REGIONAL COUNCIL OF  
CARPENTERS**

By: *Karol Davis*  
Karol Davis (Dec 21, 2023 15:17 MST)

By: *Mario Martinez*  
Mario Martinez (Dec 21, 2023 15:18 MST)

Printed: Karol Anne Davis

Printed: Mario Martinez

Title: Chief Negotiator, Officer of Labor Relations

Title: Regional Manager










# Supplemental Dues MOU - MT State Hospital, Dept of PHHS

Final Audit Report

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