

**2025 – 2027**

**COLLECTIVE BARGAINING AGREEMENT**

**between the**

**STATE OF MONTANA  
CHEMICAL DEPENDENCY CENTER**

**and the**

**AMERICAN FEDERATION OF STATE,  
COUNTY, AND MUNICIPAL EMPLOYEES  
AFL-CIO LOCAL #1620**

TABLE OF CONTENTS

PREAMBE..... 3

ARTICLE 1. RECOGNITION ..... 3

ARTICLE 2. UNION RIGHTS..... 4

ARTICLE 3. EMPLOYEE RIGHTS ..... 5

ARTICLE 4. NON-DISCRIMINATION ..... 9

ARTICLE 5. HOLIDAY LEAVES..... 10

ARTICLE 6. SICK LEAVES ..... 11

ARTICLE 7. ANNUAL VACATION LEAVES ..... 12

ARTICLE 8. OTHER LEAVES..... 13

ARTICLE 9. WORKING CONDITIONS..... 13

ARTICLE 10. HEALTH, SAFETY, & WELFARE ..... 17

ARTICLE 11. GRIEVANCE AND ARBITRATION PROCEDURE..... 18

ARTICLE 12. COMPENSATION ..... 21

ARTICLE 13. EMPLOYER RIGHTS ..... 23

ARTICLE 14. NO STRIKE/LOCKOUT..... 24

ARTICLE 15. SAVINGS ..... 24

ARTICLE 16. TERM ..... 24

PAY TABLE..... 26

ADDENDUM A. BROADBAND PAY PLAN PROVISIONS..... 27

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**AFL-CIO LOCAL 1620**

**PREAMBLE**

**THIS AGREEMENT** is made and entered into this first day of July 2025 by and between the State of Montana, on behalf of the Montana Chemical Dependency Center, referred to as the Employer, and American Federation of State, County and Municipal Employees, AFL-CIO Local 1620, referred to as the Union, for the purposes of promoting and improving understanding between the Employer, its employees, and the Union, relative to Employer-employee relations, conditions of employment, and to provide a means of amicable and equitable adjustment of any and all differences or grievances which may arise.

**ARTICLE 1.**  
**RECOGNITION**

**Section 1.** The Employer recognizes the Union as the sole bargaining agent for employees covered by this Agreement working at the Montana Chemical Dependency Center, as listed in Addendum A attached.

**Section 2.** When new classifications or reclassifications of positions are created at said Facility, the Union will be notified so that any additions or deletions to the classifications listed in Addendum A can be mutually agreed upon prior to their adoption. Disagreements over modifications to the bargaining unit which may result from such notice will be addressed through the unit clarification procedure administered by the Board of Personnel Appeals.

**Section 3.** The Employer agrees to accept and honor voluntary written assignments from employees for wages or salaries due and owing for initiation, reinstatement and dues, providing such assignments can be grouped and the total made payable to one assignee. It is agreed that neither the employee nor the Union shall make claim against the Employer for any deductions made or not made. It shall be the Union's responsibility to secure the written assignment from each employee and to provide the same to the Employer.

**Section 4.** The Union shall certify to the Employer in writing the Union's initiation fee, and dues amounts. Changes in Union initiation fee and dues rates will be certified to the Employer in writing by an authorized officer of the Union and at least 30 calendar days in advance of such change.

**Section 5.** The Union will indemnify and hold the Employer harmless against any claim made and against any suit instituted against the Employer, on account of any provision of this Article.

## **ARTICLE 2. UNION RIGHTS**

**Section 1.** Visits by Union Representatives. The Employer agrees that accredited representatives of the American Federation of State, County and Municipal Employees, AFL-CIO shall have full and free access to the premises of the Employer at any time during normal working hours to conduct Union business, so long as the duty function of the employee(s) is not impaired. Upon entering premises, Union Representatives must check with the Facility Administrator or designee to make their presence known.

**Subsection 1.** Union business will not be conducted in patient areas.

**Section 2.** Union Bulletin Boards. The Employer shall provide space for a bulletin board in the time clock room for use by the local Union to enable employees of the bargaining unit to see notices. The Union shall provide the bulletin board and management will install it in the agreed upon location. All notices shall be posted by the president of the local union or their designee and shall relate to the matters listed below:

1. Union recreational and/or social affairs.
2. Union appointments.
3. Union elections.
4. Results of Union elections.
5. Union meetings.
6. Rulings and policies of Union organizations of which the Union is a member or affiliate.
7. Any other material authorized by the Employer and the President of the Local Union or their designee.
8. No political campaign literature shall be posted.

**Section 3.** The Employer will provide the Association with a list of newly hired and terminated employees at least monthly. The list may include mutually agreed upon pertinent member information and will be sent to the association.

**Section 4.** Seniority Roster. Upon request the Employer shall prepare and furnish to the designated Union representative, two copies of a seniority roster of all employees covered by Addendum A.

**Subsection 1.** Such roster shall include the following: The list shall be prepared in numerical rank according to date of hire and shall state the employee's name, present classification title, and date of assumption of present classification.

**Subsection 2.** Employees may protest their seniority designation through the usual grievance procedure if they have cause to believe an error has been made.

**Section 5.** The Employer agrees to inform the Union of contemplated increases and/or decreases in present services or in new services to be added and normal attrition of the work force.

**Section 6.** The Employer will notify the Union as soon as possible if they undertake a study to, or to contract-out any services that may affect the employment of members in the bargaining unit. At the time of notice management will notify the Union of any known time lines for the study. It is a right of the bargaining unit to submit to the Employer any data, studies, expert testimony, and other such material that is relevant to this undertaking.

**Section 7.** Union-Employer Relations. The purpose of this Section is to establish an orderly procedure for the review of matters involving hours and working conditions affecting employees covered by the Agreement.

**Subsection 1.** There will be a Joint Union-Employer Committee comprised of two employer representatives and two employee representatives. A field representative from the Montana State Council #9, AFSCME, may serve as one of the employee representatives.

**Subsection 2.** The Union-Employer Committee will meet on a date and time mutually agreed upon and defined in the charter/bylaws.

**Subsection 3.** Disposition of matters covered in the Union-Employer meeting shall not contradict, add to, or otherwise modify the terms and conditions of the "Master Agreement."

### **ARTICLE 3. EMPLOYEE RIGHTS**

**Section 1.** Seniority shall be computed from the date the employee began regular service with the Employer. The seniority date of an employee will be adjusted as follows:

**Subsection 1.** Seniority shall be forfeited by discharge for cause, voluntary termination, promotion or demotion into a non-Addendum A position, except in cases where an employee returns to a bargaining unit position within six months the employee shall retain 50% on their seniority. The Union will make this seniority determination and provide the adjusted date in writing to Management.

**Subsection 2.** Seniority shall be continued during a period of Worker's Compensation absence for a period not to exceed one year as long as the employee is in good

standing with AFSCME Council 9 and Local 1620 Seniority for Maternity Leave and Military Leave shall be granted in accordance with state and federal law.

**Subsection 3.** All other approved leaves of absence without pay which exceed 15 calendar days per calendar year shall be considered lost time for purposes of seniority.

**Subsection 4.** Employees whose seniority dates are the same shall have their respective seniority order determined by drawings with Union representatives present.

**Subsection 5.** The above determination of seniority dates shall become effective upon the signing of this Agreement. Seniority dates which have been previously established will not be readjusted per the provisions of this Section but shall remain as established prior to the signing of this Agreement. Seniority dates which are incorrect because of administrative error may be adjusted with documentation.

**Section 2.** Promotions. The Employer shall recognize seniority, experience, ability, and qualifications in awarding promotions to employees when filling newly created or vacated positions listed in Addendum A.

**Section 3.** Layoffs. Layoffs resulting from a reduction in force shall be conducted in order of seniority within the classification in which the employees are employed; specifically, the employee last hired shall be the first released. Employees scheduled for release shall be given at least 14 calendar days' notice. Similarly, all recalls to employment shall follow the order of seniority within the classification in which the employees were employed; that is, the last employee released due to a reduction in force shall be the first rehired when the Employer requires additional employees. The Employer shall notify such employees to return to work and provide the Union with a copy of this notification. An employee will then have 14 days to inform the Employer of their intention to return to work or they shall be deemed to have forfeited their right to re-employment.

**Subsection 1.** No permanent employee shall be separated while there are temporary employees serving in the same classification.

**Subsection 2.** An employee who is scheduled to be laid off who has advanced to their position from another classification in which they held permanent status shall have the right to displace the least senior employee in their formerly held classification, providing their seniority accrued within the position to which they are returning is greater.

**Subsection 3.** A layoff is defined as the release of employees from duties because of lack of work or funds or under conditions where continuation of such would be inefficient and non-productive.

**Subsection 4.** M.O.M. Reduction in Force Policy shall be in effect for active employees and those on layoff status.

**Section 4.** Job Posting. When a new position is created or a vacancy occurs in any existing position covered in Addendum A, the Employer shall prepare and furnish the

designated Union representative and post in places previously agreed upon a job posting notice stating, among other things,:

1. location and title of position to be filled;
2. a listing of the principal duties of the position;
3. minimum qualifications;
4. assigned hours of service;
5. assigned days of rest;
6. salary range of the position;
7. whether the position is permanent or temporary;
8. if temporary, how long it is probable the position will continue;
9. the starting date of the assignment;
10. last date when applications of employees covered by this Agreement will be received and accepted;
11. with whom the applications shall be filed.

**Subsection 1.** The selection of employees for Addendum A positions will be in accordance with Section 2 of this Article.

**Subsection 2.** The Union and Employer will review changes in job posting notices during regularly scheduled Labor/Management meetings.

**Subsection 3.** In the instance of a non-anticipated vacancy in an entry level position, the Employer may fill that position on a temporary basis when the vacancy is expected to extend over a period of 60 calendar days or less. At the conclusion of that period or before, the position will be posted as per this Article.

**Subsection 4.** Whenever possible, temporary employees will be notified of the availability of other temporary positions by providing a list of temporary vacancies in a designated place.

**Subsection 5.** The Employer shall designate no less than seven calendar days in which positions will be posted for bid and advertised, weekends excluded.

**Subsection 6.** Applicants shall be appointed in accordance with Section 2 of this Article.

**Subsection 7.** When an employee, who has applied for a posted position, is not assigned thereto, they shall, upon written request, be entitled to be advised in writing of the reason they did not receive the assignment within 14 calendar days from the receipt of their request. The employee must make written request for such information within four calendar days from receipt date of rejection notice. If not

satisfied with the reason stated for not receiving the assignment, they may invoke the grievance procedure as outlined in Article 11 of this Agreement.

**Subsection 8.** To accelerate recruitment and retention of the Treatment Technician position, portions of the job posting process as stated in the collective bargaining agreement will be waived. This expedited process pertains only to internal postings. The grievance and arbitration procedure will also be waived for any disputes resulting from the modification of the job posting process.

## **Section 5.** Definitions.

**Subsection 1.** Position means a group of duties and responsibilities as defined by job descriptions and assigned to one employee covered by this Agreement.

**Subsection 2.** Class means a group of positions sufficiently similar in the duties performed, degree of supervision exercised or required, minimum requirements of training, experience, or skill and such other characteristics that the same title and the same schedule of compensation may be applied to each position in the group.

**Subsection 3.** Experience means time served in performing relevant work.

**Subsection 4.** Abilities means a measurement of the individual's capacity to perform the duties of the posted position based upon their employment history and demonstrated performance.

**Section 6.** Personnel Files. Employees covered by this Agreement shall have the right to inspect their permanent personnel files during regular office hours and to receive a copy of any contents. Union representatives shall also have the right to inspect an employee's personnel file after receiving written permission from the employee.

**Subsection 1.** An employee shall be informed of any documented allegations or accusations made against them which may be made a part of the employee's permanent file. This action shall be taken as soon as is reasonable after the allegation or accusation is made and without regard to whether or not further investigation is pending.

**Subsection 2.** The Employer shall manage the personnel files of employees judiciously in accordance with applicable state law.

**Subsection 3.** An employee shall within 14 calendar days have the right to submit rebuttal comments to discipline and/or evaluations. Written rebuttal, if submitted, will be attached to discipline and/or evaluations by the Employer.

**Subsection 4.** Formal letters of discipline placed in an employee's personnel file will be removed after 12-months, by written request of the employee to their supervisor, if there are no further disciplinary actions.

**Subsection 5.** Informal letters of expectations will be removed from the employee's personnel file, by written request of the employee to their supervisor, after 12 months, if there are no further letters of expectations or disciplinary actions given during the time period. Letters of expectation are not formal discipline and are therefore not grievable under the terms of this collective bargaining agreement.

**Subsection 6.** Materials placed in personnel files not in conformity with the above Section will not be used in any further disciplinary action.

**Subsection 7.** No materials will be placed in an employee's personnel file without the employee's knowledge.

**Section 7.** Unfair Treatment. The Employer agrees to investigate and respond to any employee's allegation of unfair treatment by the supervisor.

**Section 8.** Representation. Employees called to an investigatory interview with the Employer which may result in punitive disciplinary action taken against the employee, may request representation by a Union officer during such meetings.

#### **ARTICLE 4. NON-DISCRIMINATION**

**Section 1.** No employee shall be discharged or discriminated against by the Employer for upholding Union principles or Union activities as long as such activity does not interfere with the efficient operation of the facility. The Employer shall grant leave of absence without pay or leave of employee's earned time except sick leave, subject to the efficient operation of the Employer's business, to Union officers and duly authorized representative for the conduct of official union business. A reasonable amount of release time shall be granted for the conduct of joint labor/employer meetings or process. In all cases, use of employee's earned or release time for such activities must be requested in advance. A list of duly constituted officers or representatives shall be provided to the Employer once each year and within 14 calendar days upon each change.

**Section 2.** All employees shall be protected by all rights guaranteed to them under the United States Constitution, the Civil Rights Act of 1964, as amended, the Montana State Constitution, the Governmental Code of Fair Practices, the Montana Collective Bargaining Act, the Montana Classification Plan and any Montana State Statute that protects Public Employees.

**Section 3.** In accordance with the provisions of Chapter 3, Title 49, Montana Code Annotated, "Governmental Code of Fair Practices," the Employer shall recruit, appoint, assign, train, evaluate and promote its employees on the basis of merit and qualification, without regard to race, color, religious creed, political ideas, sex, age, marital status, physical or mental disability, national origin or ancestry.

**ARTICLE 5.  
HOLIDAY LEAVES**

**Section 1.** Holidays. Employees shall be granted the following holidays without loss of pay provided the employee is in a pay status on their last regularly scheduled working day immediately before the holiday and on their first regularly scheduled working day immediately after the holiday.

New Year's Day .....	January 1
Martin Luther King Jr. Day.....	3rd Monday in January
Presidents' Day .....	Third Monday in February
Memorial Day .....	Last Monday in May
Independence Day .....	July 4
Labor Day .....	First Monday in September
Indigenous Peoples' Day and Columbus Day.....	Second Monday in October
Veterans' Day .....	November 11
Thanksgiving Day .....	Fourth Thursday in November
Christmas Day .....	December 25
Floating Holiday .....	Each calendar year

Each full-time employee is entitled to one floating holiday each calendar year. Each part-time employee is entitled to one floating holiday each calendar year that must be calculated proportionately to the floating holiday allowed to a full-time employee. Unused floating holiday leave expires at the end of each calendar year, does not accrue, and is not paid out to employees on termination of employment.

**Subsection 1.** The above-enumerated holiday(s) shall be the recognized holiday(s) for pay purposes.

**Subsection 2.** Eligible part-time employees will receive holiday benefits in accordance with state law.

**Subsection 3.** Full-time permanent employees required to work on a holiday will, for their first shift worked, be paid one and one-half times their regular rate of pay and eight hours of regular pay or eight hours of accumulation. Any succeeding shift worked within the holiday shall only be eligible for premium pay at one and one-half times the regular rate and not for any further accumulation. Part-time employees shall not be eligible for accrual but shall receive one and one-half times their regular rate of pay for all hours worked on a holiday.

1. Within the first payroll period from the signing of this Agreement or upon employment, all employees shall opt for either pay or accumulation. Until such time as a change in the option is received in writing on the form provided for this purpose, the previous option shall continue. Such option shall be made by giving written notice to management that they desire pay at two and one-half times for the first shift worked on a holiday or pay at one and one-half times for the first shift worked plus an accumulation of eight hours to be

used or paid later at the straight time rate. If an employee does not express an option in accordance with the above, they shall receive two and one-half times pay.

2. Accumulated holidays shall be taken prior to vacation usage.
3. Employees may opt to accumulate up to six holidays per year. Two holidays may be carried over to the following fiscal year. All other accumulated holidays not taken before March 31st of each fiscal year in which earned shall be compensated for at the employee's regular rate of pay.

**Subsection 4.** Observed holidays which fall on an employee's regularly scheduled day off shall be compensated on a straight time basis, either by accumulation, another day off, or a regular day of pay.

**Subsection 5.** If a holiday occurs during the period in which vacation is taken by an employee, the holiday(s) shall not be charged against the employee's annual leave.

**Section 2.** Holiday leave will be measured and charged to the nearest one-tenth of an hour. However, this provision shall have no effect on the crediting of holiday leave time or upon the procedures governing usage of holiday leave.

**Section 3.** Requests for a holiday or an accrued day off shall be granted subject to the staffing needs of the facility on a seniority basis, provided the senior employee has applied for the desired day off at least ten calendar days prior to the desired day. Requests made less than 10 calendar days in advance shall be granted on a first-come, first-served basis.

## **ARTICLE 6. SICK LEAVES**

**Section 1.** Sick leave shall be granted in accordance with § 2-18-618, MCA.

**Section 2.** Controversial use of sick leave should be thoroughly discussed by the employee covered by this Agreement and their immediate supervisor and reduced to writing before disciplinary actions are instituted.

**Section 3.** Abuse of sick leave is defined as any unauthorized usage arising out of, but not limited to, misrepresentation of need, excessive, controversial, or patterned use of sick leave.

**Subsection 1.** The Employer must be able to substantiate any charges of sick leave abuse which result in dismissal and forfeiture of the lump sum payment. Such charges will be in writing and a copy provided to the employee.

**Subsection 2.** Abuse of sick leave is subject to disciplinary procedures up to and including termination and forfeiture of the lump sum payment.

**Section 4.** To apply for sick leave an employee shall complete a standard request form and submit it to the employee's immediate supervisor or appropriate authority.

**Subsection 1.** When the need for sick leave is known in advance, the standard request form shall be submitted as early as practical but prior to the date of absence.

**Subsection 2.** When an advance request is not possible, an employee shall inform the person's immediate supervisor or appropriate authority of the absence as soon as practical and not wait until return to work.

**Subsection 3.** Medical, dental, and eye examination appointments shall be authorized in advance, except in cases of emergencies. The Employer retains the right to request verification of an emergency appointment.

**Section 5.** The employee's immediate supervisor and/or appropriate authority shall review and approve the use of accrued sick leave credits if not at the time the employee submits the request, then at least at the end of each pay period.

**Section 6.** The employee's immediate supervisor or appropriate authority may require medical certification of sick leave charged against any sick leave credits in the form of a statement from a physician or practitioner licensed to treat and diagnose the particular injury or condition.

**Subsection 1.** Employees shall be informed in advance of return to work if a physician's statement is required.

**Subsection 2.** Certification or maternity-related disabilities will be obtained in the same manner and under the same conditions as certification for other disabilities.

**Section 7.** The agency may require an employee to be examined by a physician or practitioner licensed in Montana and acceptable to the agency.

**Section 8.** An employee must notify the designated supervisor of their inability to report to work as soon as possible and prior to the commencement of their shift. Except for unforeseen circumstances, an employee is required to provide a minimum of four hours notification. The Employer shall designate the supervisory chain of command.

**Section 9.** Sick leave will be measured and charged to the nearest one-tenth of an hour. However, this provision shall have no effect on the crediting of sick leave time or upon the procedures governing usage of sick leave.

## **ARTICLE 7. ANNUAL VACATION LEAVES**

**Section 1.** Annual Vacation Leave shall be granted in accordance with Montana Operations Manual – Annual Leave Vacation Policy and §§ 2-18-611 and 2-18-612, MCA.

## **ARTICLE 8. OTHER LEAVES**

**Section 1.** Military leave shall be granted in accordance with § 10-1-604, MCA.

**Section 2.** Jury duty leave shall be granted in accordance with § 2-18-619, MCA.

**Section 3.** Maternity leave shall be granted in accordance with § 49-2-310, MCA.

**Section 4.** Leave Without Pay. Leave without pay shall be granted in accordance with the Montana Operations Manual – Leave of Absence without Pay Policy.

**Section 5.** Education Leave. Any employee who gives evidence of being able to become more useful to the Department of Public Health and Human Services if they obtain further professional training may be granted an education leave without pay with the approval of the facility administrator. The granting of this leave will be determined by such factors as:

1. Benefit to the facility or field of service.
2. Benefit to resident training and treatment.
3. Will it increase the value of programs in use?

**Section 6.** Emergency Leave. In emergencies declared by the Governor of the State of Montana or their authorized designee the policy promulgated for that emergency shall prevail, except when in conflict with provisions of this Agreement.

## **ARTICLE 9. WORKING CONDITIONS**

**Section 1.** Probationary Period.

**Subsection 1.** The Employer shall have nine months after employing an individual to determine the individual's competency in any position covered by this Agreement.

**Subsection 2.** A probationary employee may be separated from employment at any time during the probationary period.

**Subsection 3.** Reason for dismissal shall be in writing and a copy given to the employee.

**Subsection 4.** Additional Trial Periods.

1. Employees shall serve a three-month trial period upon change of job, such as promotion or transfer; however, pay shall not be impacted by such probation. During this trial period, the Employer will conduct counseling sessions and evaluate the employee prior to the 90th calendar day. Should the employee be unable to fulfill the duties of the new position satisfactorily, said employee shall

return to their formerly held classification providing there is an available vacant position.

2. When a like position is not available, the Employer shall assign the employee into an available position of lower classification. In such instance, the employee shall return to their same step as held just previous to being promoted within the demoted grade. The employee while in the demoted position shall have bidding opportunity per contract but shall automatically be placed into the first available vacant position in their former classification in which instance both Union and Employer agree that the position into which the employee is placed need not be bid.
3. Should a position be unavailable, the most recently hired employee in the lowest classification of the series from which the demoted employee was working directly prior to the promotion or transfer, shall be laid off and said employee who was demoted placed into that position providing their seniority is greater than the seniority of the most recently hired employee who is scheduled for layoff.
4. At any time during the first 60 calendar days of the trial period, the employee may return to their previously held position.

## **Section 2.** Performance Evaluations.

**Subsection 1.** Each bargaining unit employee's job performance will be evaluated on the recognized evaluation form approved by the Department of Public Health and Human Services. Prior to a change in the form the Union will be notified.

**Subsection 2.** Each employee will be provided a copy of their completed evaluation and any attachments.

**Subsection 3.** Employees shall have the right to attach their comments to all copies of their performance evaluation.

## **Section 3.** Hours of Work.

**Subsection 1.** Workday. A standard workday is eight hours or 12 hours of work in any 24-hour period. A standard workday of eight hours or 12 hours in a 24-hour period may be increased or decreased if the Employer and the Union mutually agree on an alternate work schedule for a specific work unit.

**Subsection 2.** Work Period. An employee's work period shall consist of a schedule of eight or 12-hour shifts and normally consist of a regularly recurring consecutive days of employment. An employee's work period need not coincide with the seven-day workweek. The recurring consecutive days of employment can be changed to accommodate an alternate work schedule to meet the staffing requirements of the Employer. Alternate work schedules may be developed and implemented if mutually agreed on by the employee and the Employer, with Union notification of change.

**Subsection 3.** Workweek. A standard workweek shall consist of seven regularly recurring consecutive days, Saturday through Friday, as established by the Employer.

**Subsection 4.** Both parties understand that the Employer has the right to schedule. It is also understood that the parties are bound by law in the duty to bargain collectively over hours and other conditions of employment.

**Subsection 5.** The following procedures are set forth which described the intent of Subsection 4 above as agreeable to the parties to this Agreement:

1. Prior to any permanent change in a bargaining unit employee's hours of work or days off, the Employer shall notify the affected employee and the Union. The parties shall meet within seven calendar days and discuss the justification for the proposed change and alternatives. The Employer agrees that such change shall be based upon need and recognizes that employees have the right to expect continuity in shift and days off unless the Employer provides substantive basis for change. If no agreement is reached after discussion, the Employer will assign the least senior employee within the class to the needed duty but shall provide 14 calendar day notice to allow the affected employee to make necessary personal arrangements.
2. Prior to any reorganization affecting five or more employees, the parties to this Agreement will meet and discuss resultant changes and alternatives before implementation. After such time if no agreement is reached by the parties, the Employer will implement a general bid posting of positions affected by the reorganization. In such instance, only bids from affected employees shall be accepted. Bidding shall further be limited to the affected class and employees within a class shall have first option on the basis of seniority for placement into any like classification resulting from the reorganization.
3. The Employer may make temporary changes in bargaining unit employees' hours of work and days off. Changes will not normally exceed eight or 12 hours in any standard work period. The Employer will give as much advance notice as possible regarding temporary schedule changes; however, it is understood that advance notice may not be possible in emergency situations.

**Section 4.** Meals. All employees will be granted one free meal within their assigned shifts. It is understood that employees may be assigned duties during their meal period.

**Section 5.** Mandatory Meetings. The Employer may require employees to attend mandatory meetings on the employees' own time. Management will provide a 14 day notice of when meetings will occur. Employee's will be compensated for the actual time of the meeting or for one hour, whichever is greater.

**Section 6.** Separation. Employees who terminate their service with the Employer shall be furnished, upon request, a letter stating their classification, length of service and reason for leaving.

## **Section 7.** Definitions.

**Subsection 1.** Employee means any person, in a position covered by this Agreement, in the employment of an agency paid a salary or a wage.

**Subsection 2.** Permanent employee means an employee whose permanent retention has not been disputed during a probationary period and is scheduled to work 40 hours a week in a regular schedule.

**Subsection 3.** Probationary employee means a newly hired employee scheduled to work 40 hours a week in regular schedule and is placed on probation for nine months so the Employer may determine their competency.

**Subsection 4.** Part-time permanent employee means a permanent employee who works less than 40 hours a week in a regular schedule that may be continued.

## **Section 8.** Work Rules.

**Subsection 1.** The Employer agrees to make available a copy of all existing work rules 30 calendar days after the signing of this Agreement and also agrees to include additions or changes within 20 calendar days after they become effective.

**Subsection 2.** Changes not of an emergency nature in existing work rules will be discussed with the Union before implementation.

**Section 9.** Employees will be granted a 15 minute break during the first half of the workday, and a 15 minute break during the second half of the workday. Breaks will be granted with the understanding that they may be interrupted for emergency service. The Employer will designate break areas.

## **Section 10.** Training Programs.

**Subsection 1.** The Union will be contacted by the Employer when a training program is implemented for employees listed under Addendum A.

**Subsection 2.** The Employer shall provide orientation training to all new employees.

**Subsection 3.** The Employer shall make available job-related and in-service training for employees within the fiscal ability of the Employer.

**Subsection 4.** Costs for training required by the Employer shall be paid for by the Employer.

**Section 11.** The Employer will provide two scrub tops per year to each employee.

## **ARTICLE 10. HEALTH, SAFETY, & WELFARE**

**Section 1.** Industrial Accident Insurance. The Employer shall carry Industrial Accident Insurance on all employees. Employees must, within 24 hours, report in writing all personal injuries received in the course of employment to their supervisor. The Employer will ensure that first aid supplies are maintained on its premises.

**Section 2.** The monthly Employer contribution for group benefits will increase to \$1080 for the 2026 plan year and \$1107 for the 2027 plan year.

The monthly State of Montana employee contributions will increase for 2026 and 2027 plan years. The tables below break out the monthly increase both before and after the wellness incentive which increased to \$60 per month for the 2026 and 2027 plan years.

The cost of employee-only coverage will be covered by the Employer contribution, after the wellness incentive is applied.

<b>Employee Monthly Contributions Before Wellness Incentive</b>		
<b>Contribution Type</b>	<b>2026 Plan Year Contribution</b>	<b>2027 Plan Year Contribution</b>
Employee Only	\$60	\$60
Employee and Spouse	\$318	\$326
Employee and Children	\$134	\$138
Employee and Family	\$397	\$407

<b>Employee Monthly Contributions After Wellness Incentive</b>		
<b>Contribution Type</b>	<b>2026 Plan Year Contributions</b>	<b>2027 Plan Year Contributions</b>
Employee Only	\$0	\$0
Employee and Spouse	\$198	\$206
Employee and Children	\$74	\$78
Employee and Family	\$277	\$287

The monthly Tobacco Surcharge will increase to \$60 for the 2026 and 2027 plan year.

The State has the discretion to manage all aspects of the State Health Plan, to include, but not be limited to, deductibles, coinsurance levels, and maximum out-of-pocket levels. Member contributions will only increase beyond the rates established above if the Risk-Based Capital (RBC) level is at or below 300%.

**Section 3.** For employees on Workers' Compensation, Family and Medical Leave Act (FMLA), and/or extended non-paid approved sick leave, the Employer shall continue the

Employer's contributions to their group health and accident insurance plan for such period up to and including 12 weeks of such leave.

**Section 4.** Workers' Compensation payments administered by the Division of Workers' Compensation of the Department of Labor and Industry are for the purpose of offsetting the loss of income suffered by an employee who is injured on the job.

**Section 5.** Employees have the right to refuse to work under conditions which, through consensus arrived at in a Joint Union-Employer Committee meeting, are unsafe for employees and which continue to pose a threat of physical harm to employees in spite of Committee recommendations as to remedial action to be taken to correct the hazardous conditions. Where fiscal requirements for remedial action is beyond the ability of the Employer to address through current budget allocation the Union recognizes that this right must be subordinated to the right of residents/patients to care and treatment. Should an unsafe situation arise which requires immediate attention, an employee or the Union shall be given immediate access to the Facility Administrator to discuss the problem.

**Section 6.** Personal Property. When loss or damage is caused as a result of employment, the Employer will provide just compensation for destruction of prosthetic devices and Employer approved, required items upon the incident having been reported to the employee's supervisor prior to the end of the shift during which the incident occurred and claim being made to the Employer within 72 hours. The Employer will not be liable in the event that such is paid for by coverage paid or participated in by the Employer.

## **ARTICLE 11. GRIEVANCE AND ARBITRATION PROCEDURE**

**Section 1.** Having a desire to create and maintain harmonious labor relations between them, the parties agree that they will promptly attempt to adjust all complaints, disputes, controversies, or other grievances arising between them involving questions of interpretation or application of the written provisions of this Agreement. All potential grievances must be discussed with the immediate supervisor prior to the filing of a formal grievance and no formal grievance may be filed until the immediate supervisor has been given an opportunity to attempt resolution.

**Section 2.** Grievance Procedure.

### **Step 1**

A grievance involving the interpretation or application of the written provision(s) of this Agreement shall be submitted by the employee or union representative to the employee's immediate supervisor or management designee within 14 calendar days from the occurrence of the grievable event. The immediate supervisor or management designee shall have 14 calendar days from receipt of the grievance to respond in writing.

## Step 2

If the grievance is not resolved at Step 1, a formal grievance may be submitted by the Union in writing within 14 calendar days from the immediate supervisor's or management designee's response to Step 1. The grievance should be submitted to the appropriate management official. The management official at the second step shall have 14 calendar days from receipt of the grievance to respond in writing.

## Step 3

If the grievance is not resolved at Step 2, the Union may submit a Step 3 formal grievance to the agency head or designee within 21 calendar days of the Step 2 response. The agency head or designee shall have 21 calendar days from receipt of the grievance to respond in writing.

## Step 4

Should the Union consider the decision of the agency head unsatisfactory, the Union shall, within 21 calendar days of such decision, notify the agency head and the State Office of Labor Relations of its intention to take the grievance to arbitration.

## Step 5

After notification of arbitration, the State Office of Labor Relations (OLR) will work with the Union and management to determine if there is a mutually acceptable resolution that can be found or if the matter should go to mediation. If OLR determines the parties cannot resolve informally or through mediation, the decision should proceed to final and binding arbitration. If there is a cost associated, the parties will share it equally. The timeline for the grievance processing will be put on hold until the mediation is final or the decision is made to move to arbitration.

## **Section 3.** Rules of Grievance Processing.

**Subsection 1.** Waiving time limits. Time limits at any stage of the grievance procedure may be extended by written mutual agreement of the parties at that step.

**Subsection 2.** Timeliness. A grievance not filed or advanced by the grievant within the time limits provided shall be deemed permanently withdrawn. Failure on the part of the Employer's representative to answer within the time limit set forth in any step will entitle the employee to the next step.

**Subsection 3.** Elements of the grievance. All presentations of grievances shall be submitted to the Employer in writing at each step and must include:

1. Name of employee(s)/Union grieving.
2. Date of the violation.

3. The step of the grievance.
4. A complete statement of the grievance and facts upon which it is based.
5. The specific Article(s) and Section(s) of the Agreement violated.
6. The specific remedy or correction requested.
7. The signature of each grievant or representative.

**Subsection 4.** Alternative procedures.

1. As recognized in § 49-2-512, Title 49 of Montana Code Annotated establishes the exclusive remedy for acts constituting an alleged violation of the Montana Human Rights Act. In the event of a grievance based upon an alleged violation of this Act, the statutory procedures of filing a claim with the Human Rights Bureau shall be the exclusive remedy.
2. As recognized in § 2-18-1011, Title 2 of Montana Code Annotated establishes the exclusive remedy for an alleged violation of classification or compensation. In the event of a grievance based upon an alleged violation of this provision, the statutory procedures of filing a claim with the Board of Personnel Appeals shall be the exclusive remedy.

**Section 4.** Rules of Arbitration.

**Subsection 1.** Selection of Arbitrator. The parties shall request a list of seven arbitrators from the Board of Personnel Appeals and shall alternatively strike names from the list. The last remaining name shall serve as the arbitrator.

**Subsection 2.** Arbitrator's limitations. No grievance which fails to meet the requirements of Section 3, Subsection 3 of this Article shall be determined to be arbitrable. The arbitrator may not add to, subtract from, or modify the terms of this Agreement.

**Subsection 3.** The parties agree either party may file pre-arbitration dispositive motions or request a bench decision from the arbitrator.

**Subsection 4.** Each party shall share equally the cost of the arbitrator. In the event one of the parties wants transcripts from the proceedings of the arbitration, the party requesting the transcripts shall pay the entire cost. If each party requests a transcript, they shall equally share the cost.

**Subsection 5.** The arbitration location shall be in Helena, Montana unless otherwise mutually agreed by the parties.

## **ARTICLE 12. COMPENSATION**

**Section 1.** Salaries and Wages. Conditions relative to and governing wages and salaries and extraordinary pay rates are contained in Addendum C of this Agreement, which is attached. Employees shall be compensated in accordance with the Pay Plan Rules as promulgated by the state through the Department of Administration.

**Subsection 1.** An employee's anniversary date will not change because of a disciplinary suspension.

**Subsection 2.** It shall be clearly understood that variances in wage rates resulting from negotiations shall not constitute grounds for classification appeals.

**Subsection 3.** There will be similar pay for similar work in each classification of employment. The Employer will make a good faith attempt to distribute overtime equally to all employees. Overtime will first be offered to pool employees, then to employees in the same job classification who have indicated in writing they wish to be considered for OT, and then to qualified bargaining unit employees who have indicated in writing they wish to be considered for OT direct care shifts. If no employee is available to cover the shift(s) from the above, the Employer may require any direct care staff on site to cover the shift on a rotating basis.

**Subsection 4.** Work time will be measured and paid to the nearest one tenth of an hour.

**Section 2.** Provisional Appointment. Defined: Provisional appointment means a temporary appointment of a permanent employee to fill a position in a classification while the employee assigned to the position is absent (such as sick leave, vacation, leave of absence, etc.).

**Subsection 1.** An employee assigned a provisional appointment shall be paid as follows:

1. If the position is in a classification of a higher salary grade, the employee shall be paid according to the pay plan rules governing promotions.
2. If the position is in a classification of the same or a lower salary grade, the employee shall continue to be paid their basic salary rate.

**Subsection 2.** An employee assigned a provisional appointment shall not achieve permanent status in the higher class and upon termination of the provisional appointment shall resume their permanent position and salary.

**Subsection 3.** Whenever an employee is assigned added responsibilities and duties of a position with a higher salary grade in addition to their normal duties, the employee shall be paid for the time actually worked in the higher salary grade in accordance with the pay plan rules governing promotions.

**Subsection 4.** Provisional appointments must be requested by the employee's supervisor and approved by the department head or one appointed to act on their behalf.

**Section 3.** Overtime. Employees who work in excess of 40 hours in any workweek will be compensated at the rate of one and one-half times their normal rate of pay for the additional time worked. Overtime rates shall be paid only for actual time worked and in cases where proper approval exists.

**Subsection 1.** Alternate work schedules that are in excess of eight hours in any one 24-hour period will be paid at the regular rate of pay except if hours are in excess of 40 hours in any workweek. All hours that are in excess of 40 hours in any workweek shall be compensated at time and one-half.

**Subsection 2.** Overtime Defined: Means work authorized and performed in excess of an established workday or workweek.

**Subsection 3.** No overtime shall be worked, except in cases of emergency, without the approval and direction of a designated Employer authority outside the bargaining unit.

**Subsection 4.** Overtime shall be segregated and paid to the nearest one-tenth of an hour.

**Subsection 5.** The Employer will make a good faith attempt to distribute overtime equally to all employees. Overtime shifts will first be offered to pool employees, then to employees in the same job classification who have indicated in writing they wish to be considered for OT, and then to qualified bargaining unit employees who have indicated in writing they wish to be considered for direct care shifts. If no employee is available to cover the shift(s) from the above, the Employer may require any qualified employee on site to cover the shift on a rotating basis.

**Subsection 6.** The Union and the Employer are not in favor of overtime and nothing in this Section shall be construed as encouraging such procedure.

**Subsection 7.** Sick leave, annual leave, banked holiday, or compensatory time off shall not constitute time worked when computing overtime or compensatory time credits under this Article. Management may adjust an employee's work schedule in a workweek or require the employee to take time off so that the employee does not become eligible for the payment of overtime or accrual of compensatory time while using annual leave, banked holiday, compensatory time, and sick leave in a workweek.

**Section 4.** Hold Over Time means time worked by the employee for shifts or partial shifts that immediately follow the employee's regularly scheduled shift and is requested by the Employer either preceding or during the employee's regularly scheduled shift. Such time is not subject to call out provisions.

**Section 5.** Decedent's Warrant. An employee will complete for their personnel file a form which legally designates a beneficiary for wages owed and makes possible payment thereof without probate. An employee may revoke and/or change a designation at any time by filing a new designation form or letter.

**Section 6.** Call-Outs. Each and every call-out will be for a minimum of two hours at one and one-half times pay. For additional time worked, the employee will be compensated for actual time worked at one and one-half times pay.

**Subsection 1.** Call-out time means time worked by the employee when called to work by the Employer while in "off duty" status, for shifts or partial shifts, mandatory meetings, and/or mandatory training that do not immediately follow the employee's regularly scheduled shift and that are not previously scheduled. Call-out time will begin at the time the employee clocks into work.

**Section 7.** The Employer shall provide two pairs of summer and two pairs of winter coveralls to those employees performing custodial duties.

## **Section 8.** Shift Differentials

**Subsection 1.** Night Shift Differential. Employees who work night shifts, defined as hours between 7:00 p.m. and 7:00 a.m., shall be paid a wage differential of \$1.00 per hour in addition to their base hourly rate and in addition to any other applicable differentials.

**Subsection 2.** Weekend Shift Differential. Employees who work weekend shifts, defined as hours from 7:00 p.m. on Friday through 7:00 a.m. on Monday, shall be paid a wage differential of \$1.50 per hour in addition to their base hourly rate and in addition to any other applicable differentials.

## **ARTICLE 13. EMPLOYER RIGHTS**

**Section 1.** Except as otherwise expressly and specifically limited by the terms of this Agreement, the Employer retains, whether exercised or not, all the lawful, customary, and usual rights, powers, decision making prerogatives, responsibility, functions, and authority connected with or in any way incidental to its responsibility to manage the affairs of the Employer or any part of the Employer. Such rights include, but are not limited to, the rights established pursuant to § 39-31-303, MCA, as follows:

Public employees and their representatives shall recognize the prerogatives of public employers to operate and manage their affairs in such areas as, but not limited to:

1. direct employees;
2. hire, promote, transfer, assign, and retain employees;

3. relieve employees from duties because of lack of work or funds or under conditions where continuation of such work be inefficient and nonproductive;
4. maintain the efficiency of government operations;
5. determine the methods, means, job classifications, and personnel by which government operations are to be conducted;
6. take whatever actions may be necessary to carry out the missions of the agency in situations of emergency;
7. establish the methods and processes by which work is performed.

## **ARTICLE 14. NO STRIKE/LOCKOUT**

**Section 1.** The Union and the Employer agree that there will be no stoppage of work or lockout during the term of this Agreement.

**Section 2.** The Union shall have the right to engage in a concerted activity after December 31, 2026, for matters pertaining to wages and benefits in the FY 2027-2029 biennium.

**Section 3.** However, in the event of any strike or work stoppage the Union shall furnish notice in accordance with § 39-32-110, MCA.

## **ARTICLE 15. SAVINGS**

**Section 1.** Should any Article, Section, or portion of this Agreement be held unlawful or invalid by any court or board of competent jurisdiction, such decision shall apply only to the specific Article, Section, or portion directly specified in the decision. Upon issuance of such a decision, the Parties agree immediately to negotiate a substitute for the invalidated Article, Section, or portion.

## **ARTICLE 16. TERM**

**Section 1.** This Agreement shall be effective the first day of July 2025 and shall remain in full force and effect through the 30th day of June 2027. Either party shall notify the other in writing at least 60 calendar days prior to the expiration date that they desire to renegotiate this Agreement. If the Union gives such notice, it agrees to notify the Chief of the State Office of Labor Relations in writing of such requested negotiations at the same time such notice is given to the agency.

**Section 2.** In conjunction with this contract, it is hereby agreed that the Parties will reopen negotiations on applicable economic issues sufficiently in advance of Executive Budget Submittal to ensure time for adequate negotiations to take place.

**Section 3.** Budgets. The Union will present to the program manager and the Department of Public Health and Human Services a copy of their salary increase recommendations and other recommendations which would affect the financial program of the Employer not later than the 1<sup>st</sup> of July on even-numbered years.

**Section 4.** This Agreement, together with Addendums A and B, constitutes the full and complete agreement between the parties.

**THIS AGREEMENT** is signed and dated this 9/3/2025.

**THE STATE OF MONTANA:**

Signed by:



382B3999E2BE4DB  
Karol Anne Davis, Chief Negotiator  
State Office of Labor Relations

Signed by:



61408679875F473  
Charles T. Brereton, Director  
Public Health and Human Services

**THE UNION:**

DocuSigned by:



88930181109B4DF...  
Timm Twardoski, Director  
AFSMCE Council 9

DocuSigned by:



863650AC0AE3406...  
Rick Williamson  
Local #1620

**PAY TABLE**

<b>Job Code</b>	<b>Working Title</b>	<b>1-Jul-25</b>	<b>1-Jul-26</b>
Q61022	Administrative Assistant 2	\$21.49	\$22.49
F12112	Care Coordinator Case Manager	\$24.80	\$25.80
C1JJ01	Information Systems Technician	\$25.543960	\$26.543960
J26012	Licensed Practical Nurse 2	\$32.50	36.20
T97011	Maintenance Worker 1	\$20.55	\$21.55
J27011	Medical Records Technician 1	\$22.19	\$23.19
K11032	Treatment Technician	\$25.13	\$26.41
B1J092	Admissions Coordinator	\$28.20	\$29.20

The Employer may bring employees into positions above the entry rate based on qualifications. Employees will be paid within the ranges above.

## **ADDENDUM A. BROADBAND PAY PLAN PROVISIONS**

This Agreement represents the parties' full and complete agreement for all provisions of the Broadband Pay Plan under the term of this contract.

**Section 1.** Across the Board Pay Adjustments. Effective on the first day of the first complete pay period that includes July 1, 2025, the base salary of each employee must be increased by \$1.00 an hour or by 2.5%, whichever is greater. Effective on the first day of the first complete pay period that includes July 1, 2026, the base salary of each employee must be increased by \$1.00 an hour or by 2.5%, whichever is greater.

**Section 2.** Longevity. All of the calculations are base rates and not inclusive of longevity.

**Section 3.** Hiring rates. Employees new to state government will typically be hired at the entry for the occupation. In determining a new employee's hiring rate above entry, the Supervisor, or designee, shall consider criteria such as: the employee's job-related qualifications and competencies; existing salary relationships within the job class and work unit; department affordability; and the competitive labor market.

**Section 4.** Training Assignments. The Supervisor or designee may establish written training assignments to enable an employee to gain the additional experience and training required for the job for a period of time not to exceed two years. At the completion of the training assignment, the employee's pay will be set no less than the entry rate of pay for the occupational pay band.

**Section 5.** Market-based pay: Pay awarded to employees based on comparisons to how other employers compensate employees in similar jobs. Market-based comparisons consider not only base pay, but also other types of compensation and benefits having a definable dollar value. The Department may consider market-based pay adjustments on a case-by-case basis.

**Section 6.** Competency-based pay: Pay based on an assessment of an employee's job-related competence. The Department may consider competency-based pay adjustments on a case-by-case basis.

**Section 7.** Results-based pay: Pay awarded to employees or employee teams based on accomplishments. Results-based pay may be awarded for specific outcomes or outputs. The Department may consider results-based pay adjustments on a case-by-case basis.

**Section 8.** Strategic pay: Pay awarded to attract and retain key employees with competencies critical or vital to achievement of the Department's mission or strategic goals. The Department may consider strategic pay on a case-by-case basis.

**Section 9.** Situational pay: Pay based on circumstances that occur that are not encountered in either the majority of jobs in state government or jobs used to make market comparisons. It is intended to address difficulties in recruitment and retention. It may be considered when atypical requirements exist in a position, for example, unusual hours, extreme physical demands, or environmental hazards that are causing recruitment and retention problems. The Department may consider situational-based pay on a case-by-case basis.