

**MEMORANDUM OF UNDERSTANDING**  
**by and between**  
**STATE OF MONTANA**  
**DEPARTMENT OF PUBLIC HEALTH AND HUMAN SERVICES**  
**and**  
**MONTANA FEDERATION OF PUBLIC EMPLOYEES**

This Memorandum of Understanding (MOU) is entered between the State of Montana, Department of Public Health and Human Services ("Employer"), and the Montana Federation of Public Employees ("Union").

The parties recognize that over the course of time, several positions are in bargaining units that no longer represent the best community of interest. Therefore, the Employer and the Union agree to change the bargaining units of the positions outlined in this MOU.

- I. All positions listed in Addendum A shall move out of the bargaining unit known as Quality Assurance and Health Resources Division (019) represented by MFPE Local 7791, and into the bargaining unit known as All Eligible Central Office Employees (061) represented by MFPE Local 4573 after a new 061 collective bargaining agreement has been negotiated and ratified for the 2025-2027 negotiation cycle. After this, the Quality Assurance and Health Resources Division (019) bargaining unit and MFPE Local 7791 shall no longer exist.
- II. All positions listed in Addendum B shall move out of the bargaining unit known as Eligible Central Office Employees (061) represented by MFPE Local 4573 and into the bargaining unit known as the Office of Public Assistance (042) represented by MFPE 7793.
- III. All positions listed in Addendum C shall move out of the bargaining unit known as Eligible Central Office Employees (061) represented by MFPE Local 4573 and into the bargaining unit known as Social Workers (052) represented by MFPE 7789.
- IV. The parties agree to suspend the clause in the Social Workers (052) Bargaining Agreement, Local 7789, Article 22 which requires the parties to meet no later than 90 days prior to the expiration of the agreement.
- V. The parties agree that the positions moving out of the bargaining unit known as Quality Assurance and Health Resources Division (019) represented by MFPE Local 7791, and into the bargaining unit known as All Eligible Central Office Employees (061) represented by MFPE Local 4573 shall be represented by MFPE Local 4573 at their 2025-2027 collective bargaining negotiations (see Section I above).
- VI. The parties agree that the positions moved out of the bargaining unit known as Eligible Central Office Employees (061) represented by MFPE Local 4573 and

into the bargaining unit known as the Office of Public Assistance (042) represented by MFPE Local 7793 shall be represented by MFPE Local 7793 at their 2025-2027 collective bargaining negotiations (see Section III above).

- VII. The parties agree that the positions moved out of the bargaining unit known as Eligible Central Office Employees (061) represented by MFPE Local 4573 and into the bargaining unit known as Social Workers (052) represented by MFPE Local 7789 shall be represented by MFPE Local 7789 at their 2025-2027 collective bargaining negotiations (see Section IV above).

**Effective Date:** April 5, 2025.

**Signed Date:** 4/18/2025.

**THE STATE OF MONTANA:**

Signed by:  
Charles T. Brereton  
Charles T. Brereton, Director  
DPHHS

Signed by:  
Karol Anne Davis  
Karol Anne Davis, Chief Negotiator  
State Office of Labor Relations

**THE UNION:**

DocuSigned by:  
Jerry Weigand  
Jerry Weigand, Field Consultant  
MFPE

Signed by:  
Trina Filan  
Trina Filan, President, Local #7791

DocuSigned by:  
Scott Galle  
Scott Galle, President, Local #7789

DocuSigned by:  
Melissa Kirk  
Melissa Kirk, President, Local #7793

Signed by:  
Keith Leathers  
Keith Leathers, Acting President,  
Local #4573

## **ADDENDUM A.**

The following positions listed in this Addendum shall move out of the bargaining unit known as Quality Assurance and Health Resources Division (019) represented by MFPE Local 7791, and into the bargaining unit known as All Eligible Central Office Employees (061) represented by MFPE Local 4573:

69105157	Administrative Law Judge 2
69105267	Administrative Law Judge 2
69105314	Hearings Officer 1
69105334	Administrative Law Judge 2
69108042	Administrative Law Judge 2
69107144	Instructional Coordinator 1
69107220	Business Analyst 2
69137590	Program Specialist 2
69137591	Program Specialist 2
69137595	Program Specialist 2
69137629	Program Officer 1
69100220	Epidemiologist 2 Lead
69100602	Epidemiologist 2
69100618	Administrative Assistant 3
69100820	Senior Epidemiologist 2
69100821	Epidemiologist 2
69100829	Epidemiologist 2
69107140	Epidemiologist 2
69107145	Epidemiologist 2 Lead
69107164	Epidemiologist 2
69107724	Administrative Specialist 3
69137385	Epidemiologist 2
69137470	Program Specialist 2
69137473	Epidemiologist 2
69137475	Infection Prevention Spec
69137476	Infection Prevention Spec
69137477	Infection Prevention Spec
69137478	Program Officer 1
69137492	Epidemiologist 2
69137493	Epidemiologist 2
69137541	Epidemiologist 2
69137565	Infection Prevention Spec
69137566	Epidemiologist 2
69137585	Epidemiologist 2
69137586	Computer Application Engineer
69137610	Program Specialist 2

69137627	Business Analyst 2
69146100	Epidemiologist 2
69100327	Sanitarian 1
69100328	Sanitarian 1
69100331	Sanitarian 1
69100332	Sanitarian 1
69100333	Sanitarian 1 Lead
69100334	Program Officer 2
69100819	Administrative Assistant 3
69109772	Sanitarian 1
69100809	Research Analyst 2
69100811	Program Officer 2
69100813	Administrative Assistant 3
69100831	Business Analyst 2
69105010	Data Specialist
69111086	Research Analyst 2 Lead
69137527	Program Officer 2
69137625	Program Officer 2
69100815	Data Control Specialist
69100822	Business Analyst 2
69100823	Research Analyst 1
69100826	Program Specialist 2
69107134	Budget Analyst 1
69107728	Program Specialist 2
69137525	Program Specialist 2
69137540	Program Specialist 2
69137624	Budget Analyst 1
69100825	Budget Analyst 1
69104042	Program Specialist 2
69104043	Budget Analyst 1
69104047	Program Officer 2
69107133	Program Officer 2
69107155	Program Officer 2
69107200	Health Educator 1
69107723	Program Officer 2
69137464	Health Educator 1
69137604	Research Analyst 3
69137626	Administrative Assistant 2
69100225	Informatics Specialist
69100227	Informatics Specialist
69100234	Budget Analyst 1
69107205	Program Officer 2
69107212	Program Officer 2

69148035	Program Officer 1
69148041	Research Analyst 2
69100600	Health Educator 1
69107209	Program Specialist 2
69137219	Program Specialist 2
69137324	Budget Analyst 1
69137373	Health Educator 1
69137375	Epidemiologist 2
69137429	Program Specialist 2
69137430	Research Analyst 1
69137465	Program Specialist 2 Lead
69137612	Research Analyst 3
69137645	Program Officer 2
69100611	Health Educator 1
69104044	Business Analyst 2
69107132	Health Educator 1
69107142	Epidemiologist 2
69107152	Program Specialist 2
69107202	Epidemiologist 2
69107203	Program Officer 2
69107204	Program Specialist 2
69107208	Grants Contracts Coordinator 2
69107217	Epidemiologist 2
69137440	Program Specialist 2
69137441	Research Analyst 3
69137442	Health Educator 1
69137443	Program Specialist 2
69137444	GIS Specialist 3
69137611	Program Specialist 2
69148032	Budget Analyst 1
69100604	Budget Analyst 1
69100714	Budget Analyst 1
69100850	Budget Analyst 2
69104703	Budget Analyst 2
69107153	Budget Analyst 1
69107731	Research Analyst 2
69100816	Budget Analyst 1
69104916	Emergency Specialist 2 Lead
69107150	Emergency Specialist 2
69107158	Emergency Specialist 2
69107159	Emergency Specialist 2
69107163	Administrative Assistant 3
69137569	Emergency Specialist 2

69100601	Emergency Specialist 2
69100805	Emergency Specialist 2
69107147	Emergency Specialist 2
69137570	Emergency Specialist 2
69137613	Program Officer 2
69100913	Compliance Specialist 2 Lead
69100953	Compliance Specialist 2
69100958	Compliance Specialist 2
69105141	Program Officer 1
69107026	Compliance Specialist 2
69107058	Compliance Specialist 2
69108001	Compliance Specialist 3 Lead
69108015	Program Officer 2 Lead
69108025	Compliance Specialist 2
69108041	Compliance Specialist 2
69108090	Program Officer 1
69108101	Compliance Specialist 2
69108103	Compliance Specialist 3 Lead
69108104	Program Officer 1
69108105	Program Officer 1
69108106	Program Officer 2 Lead
69108107	Compliance Specialist 3 Lead
69108108	Compliance Specialist 2
69108109	Compliance Specialist 2
69108110	Compliance Specialist 2
69108111	Compliance Specialist 2
69108112	Compliance Specialist 2
69108114	Compliance Specialist 2
69108115	Compliance Specialist 2
69108116	Compliance Specialist 2
69108118	Program Officer 1
69108119	Compliance Specialist 2
69108120	Compliance Specialist 2
69108150	Compliance Specialist 2
69108153	Compliance Specialist 2
69108154	Compliance Specialist 2
69108155	Compliance Specialist 2
69108158	Compliance Specialist 2
69108159	Program Officer 1
69108165	Compliance Specialist 2
69143500	Compliance Specialist 3 Lead
69148392	Administrative Assistant 3
69100904	Facility Inspector 2

69100905	Facility Inspector 2
69100907	Facility Inspector Trainer
69100908	Facility Inspector 2
69100909	Facility Inspector 2
69100910	Facility Inspector 2
69100915	Certification Specialist
69100917	Facility Inspector 2
69100918	Facility Inspector 2
69100920	Facility Inspector 2
69100928	Certification Specialist
69100930	Facility Inspector 2
69100931	Facility Inspector 2
69100952	Facility Inspector 2
69100956	Facility Inspector 2
69100957	Facility Inspector 2
69100962	Facility Inspector 2
69100963	Facility Inspector 2
69100964	Facility Inspector 2
69100965	Facility Inspector 2
69100967	Facility Inspector 2
69101003	Facility Inspector 2
69107095	Facility Inspector 2
69108157	Certification Specialist
69122225	Facility Inspector 2
69193308	Facility Inspector 2
69100249	Program Officer 1
69100590	Facility Inspector 1
69100643	Facility Inspector 1
69100644	License Permit Technician 1
69100699	Facility Inspector 1 Lead
69100919	Building Const Consultant
69100932	Facility Inspector 1
69100960	Facility Inspector 1 Pro Lead
69100961	Facility Inspector 1 Pro
69108020	Facility Inspector 1
69108162	Administrative Assistant 2
69122235	Facility Inspector 1
69141002	Facility Inspector 1
69104923	Budget Analyst 2
69107093	Grants Contracts Coordinator 2
69107115	Administrative Assistant 3
69111709	Budget Analyst 2
69111728	Administrative Specialist 1

69111730	Administrative Specialist 1
69111732	Eligibility Interviewer 3
69111733	Administrative Spec 1 Lead
69131023	Administrative Specialist 1
69132409	Budget Analyst 2
69101007	Program Specialist 2 IHS
69101790	Research Analyst 3 Lead
69101793	Program Specialist 1
69102002	Program Specialist 1
69107040	Program Specialist 1
69107042	Research Analyst 3 Lead
69107090	Claims Examiner 2
69111700	Claims Examiner 3
69111717	Program Specialist 1
69111722	Claims Examiner 2
69104910	Program Specialist 2
69107010	Program Specialist 1
69111702	Program Specialist 1
69111753	Program Specialist 2
69111759	Program Specialist 2
69115020	Research Analyst 3
69137437	Program Specialist 2
69104055	Program Specialist 1
69107047	Research Analyst 3
69111088	Program Specialist 1
69111718	Program Specialist 1
69111721	Program Specialist 2
69143751	Research Analyst 3
69148065	Claims Examiner 2
69104146	Compliance Specialist 2
69108011	Compliance Specialist 2
69108043	Compliance Specialist 2
69108050	Process Improvement Lead
69111729	Eligibility Interviewer 3
69100712	IT Systems Analyst 1
69100725	Program Specialist 2
69100727	IT Systems Support 2
69105220	Research Analyst 2
69108161	Research Analyst 2
69137403	Research Analyst 2
69137531	Program Specialist 2
69137589	Program Specialist 2
69137641	Quality Assurance Analyst



69100245	Facility Inspector 1
69100542	Facility Inspector 1
69100682	Facility Inspector 1
69100683	Facility Inspector 1
69100683	Facility Inspector 1
69100683	Facility Inspector 1
69100684	Facility Inspector 1
69100685	Facility Inspector 1
69100686	Facility Inspector 1
69100687	Facility Inspector 1
69100691	Facility Inspector 1
69100692	Program Specialist 2
69100693	Child Care Licensing Tech
69100693	Child Care Licensing Tech
69100955	Child Care Licensing Tech
69100955	Child Care Licensing Tech
69105031	Facility Inspector 1
69137190	Administrative Assistant 3
69137576	Child Care Licensing Tech
69137577	Child Care Licensing Tech
69137578	Child Care Licensing Tech
69137598	Program Specialist 2
69137599	Program Specialist 2
69137600	Program Specialist 2
69137601	Program Specialist 2
69137602	Research Analyst 3
69100619	Program Specialist 2
69100709	Dietitian Nutritionist
69100710	Program Specialist 2
69100716	Program Specialist 2
69100801	Program Specialist 2
69100804	Program Specialist 2
69100817	Program Specialist 2
69104810	Program Specialist 2 Lead
69107139	Program Specialist 2
69131021	Program Specialist 2
69137095	Program Specialist 2
69137096	Research Analyst 3
69137184	Program Specialist 2
69137361	Research Analyst 2
69137416	Epidemiologist 2 Lead
69137422	Epidemiologist 2
69137427	Program Specialist 2

69137428	Program Specialist 2
69137431	Program Specialist 2
69137432	Program Specialist 2
69137461	Administrative Assistant 3
69137462	GIS Specialist 3
69137463	Program Specialist 2
69137575	Epidemiologist 2
69137616	Dietitian Nutritionist
69137617	Dietitian Nutritionist
69137619	Program Specialist 2
69137620	Program Specialist 2
69137639	Program Specialist 2
69137640	Program Evaluator
69146101	Program Specialist 2 Lead
69100724	Budget Analyst 1
69107004	Budget Analyst 2
69137094	Budget Analyst 1
69137425	Budget Analyst 1
69137533	Budget Analyst 2
69137534	Budget Analyst 2
69137637	Budget Analyst 2

**ADDENDUM B.**

The following positions listed in Addendum B shall move out of the bargaining unit known as Eligible Central Office Employees (061) represented by MFPE Local 4573 and into the bargaining unit known as the Office of Public Assistance (042) represented by MFPE 7793:

69102731	Auditor 2
69130110	Grants Contracts Coordinator 2
69130283	Administrative Assistant 2
69101113	Service Desk Specialist
69101908	Service Desk Specialist
69104909	Administrative Specialist 2
69111741	Service Desk Specialist
69130186	IT Systems Support 2
69130213	Service Desk Specialist
69130580	Service Desk Specialist
69130600	Administrative Specialist 2
69130684	Service Desk Specialist
69143069	IT Systems Analyst 1
69101114	Budget Analyst 2
69101122	Administrative Specialist 2
69101122	Administrative Specialist 2
69101203	Administrative Specialist 2
69101204	Compliance Specialist 3
69101902	Administrative Specialist 2
69101903	Administrative Specialist 2
69101921	Administrative Specialist 2
69108051	Compliance Specialist 2
69111748	Administrative Specialist 2
69111752	Compliance Specialist 3
69111763	Administrative Specialist 2
69111765	Administrative Specialist 2
69130534	Compliance Specialist 3
69137354	Compliance Specialist 3 Lead
69137356	Compliance Specialist 3
69137356	Compliance Specialist 3
69137357	Compliance Specialist 3
69137358	Compliance Specialist 3

### ADDENDUM C.

The following positions listed in this addendum shall move out of the bargaining unit known as Eligible Central Office Employees (061) represented by MFPE Local 4573 and into the bargaining unit known as Social Workers (052) represented by MFPE 7789:

69132699	Administrative Assistant 2
69100252	Grants Contracts Coordinator 2
69100296	Budget Analyst 1
69100389	Compliance Specialist 3
69100548	Accounting Technician 2
69100548	Accounting Technician 2
69100630	Compliance Specialist 3
69100672	Budget Analyst 2
69122202	Compliance Specialist 3
69130753	Business Analyst 3
69130754	Compliance Specialist 2
69130755	Compliance Specialist 2
69130756	Compliance Specialist 2
69130757	Compliance Specialist 2
69130758	Compliance Specialist 2
69137564	Business Analyst 2
69137567	Business Analyst 2
69137568	Business Analyst 3
69151183	Compliance Specialist 3
69151831	Business Analyst 2
69100105	Program Officer 2
69100132	Program Officer 2
69100207	Program Officer 2
69100254	Budget Analyst 1
69100264	Program Officer 2
69100319	Program Specialist 2
69100358	Program Officer 2
69100451	Program Officer 1
69105158	Program Officer 1
69125201	Program Officer 2
69151564	Program Officer 2
69100302	Resource Family Specialist
69100515	Resource Family Specialist
69122311	Resource Family Specialist
69100352	Resource Family Specialist
69122206	Resource Family Specialist
69122233	Resource Family Specialist
69137448	Resource Family Specialist
69137449	Resource Family Specialist

69151834	Compliance Specialist 3
69151837	Resource Family Specialist
69100539	Resource Family Specialist
69100575	Resource Family Specialist
69122217	Resource Family Specialist
69122220	Resource Family Specialist
69137447	Resource Family Specialist
69151623	Resource Family Specialist
69151825	Resource Family Specialist
69151883	Resource Family Specialist
69100424	Resource Family Specialist
69100519	Resource Family Specialist
69100593	Resource Family Specialist
69103751	Resource Family Specialist
69122234	Resource Family Specialist
69151196	Resource Family Specialist
69151882	Resource Family Specialist
69103750	Resource Family Specialist
69122223	Resource Family Specialist
69151627	Resource Family Specialist
69122316	Resource Family Specialist
69151200	Resource Family Specialist
69151201	Resource Family Specialist