

**Memorandum of Understanding
Between
State of Montana
And
American Federation of State, County, and Municipal Employees, Council 9**

This Memorandum of Understanding is between the State of Montana, “State”) and, American Federation of State, County, and Municipal Employees, Council 9 (“Union”) and shall apply to the following collective bargaining agreements:

- 001 Montana Department of Transportation – Maintenance Unit
- 003 Montana Department of Health and Human Services - MCDC Direct Care & Support Employees
- 004 Montana Department of Health and Human Services - IBC Direct Care & Support Employees
- 091 Office of Public Defender - Public Defenders
- 095 Office of Public Defender - Support & Investigators

Under the Term of Agreement section of the above-named agreements, the parties agree to extend the expiration date of their collective bargaining agreement through June 30, 2023. The remainder of the Term of Agreement section remains the same except that the Union’s right to engage in concerted activity will occur after December 31 of even years.

The parties agree that all working conditions and terms of the collective bargaining agreement shall be final and shall not be opened or re-bargained for the duration of the agreement with the singular exception of wages or remunerations like stipends.

The State and the Union shall retain the right to bargain and negotiate wages or other remunerations like stipends during the term of the collective bargaining agreement. Any agreement between the parties regarding wages or remunerations like stipends shall be memorialized in a document separate from the collective bargaining agreement.

Signed and dated this 12/29/2020.

FOR THE STATE:

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Mike Manion, Chief of Labor Relations

FOR THE UNION:

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Timm Twardoski, Executive Director