

**Memorandum of Understanding  
Between  
State of Montana  
Department Of Public Health and Human Services  
MONTANA MENTAL HEALTH NURSING CARE CENTER  
And  
Montana Nurses Association, Local Unit #14, AFL-CIO**

This Memorandum of Understanding is between the State of Montana, *Department of Health and Human Services, Montana Mental Health Nursing Care Center*, (the “State”) and, *Local Unit #14, Montana Nurses Association* (the “Association or “Union””).

Under the Term of Agreement section, 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 Association’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 Association 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.

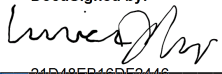
Signed and dated this 12/31/2020.

FOR: The State of Montana

FOR: Montana Nurses Association

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Mike Manion, Chief  
State Office of Labor Relations

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Amy Hauschild, MNA Representative

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Erica Johnston, Interim Director  
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