

**Memorandum of Understanding
Between
State of Montana
Department Of Public Health and Human Services
MONTANA CHEMICAL DEPENDENCY CENTER
And
Montana Nurses Association, Local Unit #36, AFL-CIO**

This Memorandum of Understanding is between the State of Montana, *Department of Health and Human Services, Montana Veteran’s Home*, (the “State”) and, *Local Unit #36, 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

DocuSigned by:
Michael Manion
8E2DE9861B4E4EF...
Mike Manion, Chief
State Office of Labor Relations

DocuSigned by:
Robin Haux
395DC663FCC3447...
Robin Haux, Labor Program Director

DocuSigned by:
Erica Johnston
21D48EB16DF2446...
Erica Johnston, Interim Director
DPHHS

DocuSigned by:
Nancy Maddock
914DB5D63A4C4E5...
Nancy Maddock

DocuSigned by:
Jim Gallagher
66B2DE2A33E2466...
Jim Gallagher