

**Memorandum of Understanding**  
**Between**  
**State of Montana**  
**DPHHS**  
**And**  
**Local #4436**  
**Montana Federation of Public Employees**

This Memorandum of Understanding is between the State of Montana, DPHHS, (the “State”) and the Local #4436 of the Montana Federation of Public Employees (the “Federation”).

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 Federation’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.


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


Signed and dated this 12/29/2020.


FOR THE STATE:

FOR THE FEDERATION:

DocuSigned by:  
  
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*Erica Johnston, Interim Director*

DocuSigned by:  
  
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*Ashley Bair, President*

DocuSigned by:  
  
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*Mike Manion, Chief of Labor Relations*

DocuSigned by:  
  
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*Amanda Curtis, MFPE President*