

**MEMORANDUM OF UNDERSTANDING
BETWEEN
MONTANA DEPARTMENT OF REVENUE
and
DEPARTMENT OF LABOR AND INDUSTRY (DLI)
and
MONTANA FEDERATION OF PUBLIC EMPLOYEES (MFPE)**

This Memorandum of Understanding (MOU) is entered into by and between the Montana Department of Revenue, Montana Department of Labor and Industry (DLI), and the Montana Federation of Public Employees (Union).

PURPOSE OF MOU

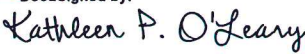
The Employer and Union set forth the following working arrangements for the Department of Revenue to assist the Department of Labor and Industry with the increase of unemployment claims, by providing additional employees, due to the recent epidemic.

AGREEMENT

Starting April 16, 2020 Department of Revenue will provide the Department of Labor and Industry union employees to assist DLI with the overburden of unemployment insurance claims. The employees helping will return to their previously held positions at Department of Revenue when they are no longer needed to assist DLI with unemployment claims. Employees will complete the training offered by DLI on the work they will be doing and will be allowed to telework. The employees aiding will continue to earn their current hourly rate of pay and benefits.


DATED 4/22/2020.

FOR: THE STATE OF MONTANA:

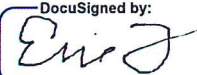
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Kathleen O'Leary, Deputy Commissioner
Department of Labor and Industry

DocuSigned by:

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Gene Walborn, Director
Department of Revenue

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Mike Manion, Chief Labor Negotiator
State of Montana Department of Labor Relations

**FOR: MONTANA FEDERATION OF PUBLIC
EMPLOYEES (MFPE)**

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Eric Feaver, President
Montana Federation of Public Employees
(MFPE)

**MEMORANDUM OF UNDERSTANDING
BETWEEN
MONTANA FEDERATION OF PUBLIC EMPLOYEES (MFPE)
&
DEPARTMENT OF LABOR AND INDUSTRY (DLI)**

This Memorandum of Understanding ("MOU") is entered into by the Montana Department of Labor and Industry (DLI) and the Montana Federation of Public Employees (MFPE). The parties agree to amend the Department of Labor and Industry Supplemental Pay Matrix agreement to the MPEA Master Contract as follows:

2018 Management Pay Proposal for UI Charging & Tax

Job Code	Title Placement Code	Title	95% of IBP 1	IBP 1	IBP 2	IBP 3	IBP 4	IBP 5	IBP 6	IBP 6
434634	239	UI Claims Examiners - CLE & CHE II (4a)	\$ 32,104	\$ 33,794	\$ 34,466	\$ 35,137	\$ 35,808	\$ 36,480	\$ 37,151	\$ 17.86
434634		CHE II - Proposed	\$ 32,660	\$ 34,379	\$ 35,349	\$ 36,319	\$ 37,289	\$ 38,259	\$ 39,229	\$ 18.86
434634	273	UI Claims Examiners - CLE & CHE III (4b)	\$ 34,252	\$ 36,055	\$ 36,999	\$ 37,943	\$ 38,887	\$ 39,831	\$ 40,775	\$ 19.60
434634		CHE III - Proposed	\$ 35,102	\$ 36,950	\$ 38,233	\$ 39,517	\$ 40,801	\$ 42,084	\$ 43,368	\$ 20.85
131315	82	UI Insurance Claims Examiners - CLE IV (5a)	\$ 35,763	\$ 37,646	\$ 39,313	\$ 40,980	\$ 42,648	\$ 44,314	\$ 45,982	\$ 22.11
131315	274	UI Insurance Claims Examiners - CLE V (5b)	\$ 38,530	\$ 40,558	\$ 42,483	\$ 44,407	\$ 46,330	\$ 48,255	\$ 50,178	\$ 24.12
132815	235	Tax Examiner - 5 Level I (current)	\$ 36,457	\$ 38,376	\$ 40,294	\$ 42,213	\$ 44,132	\$ 46,051	\$ 47,969	\$ 23.06
132815		Tax Examiner - 5 Level II - Proposed	\$ 38,530	\$ 40,558	\$ 42,483	\$ 44,407	\$ 46,330	\$ 48,255	\$ 50,178	\$ 24.12

Management will agree to do an evaluation of the Monetary Unit to include desk audits and a review of current duties.

With the change in proposed pay for the Charging Unit, all charging duties will reside in the Charging Unit and will no longer be performed by the Claims Examiners.

This change in duties will take effect immediately.


The pay proposal for the Tax Examiners Level II (above) will only apply to the Field Audit staff. The Status and Rating Tax Examiners (Level I above) will remain at their current pay.

All pay rate changes as reflected above will take effect March 1, 2019.


DATED this 20th day of November 2018.

FOR: THE STATE OF MONTANA:


Gáler Hollenbaugh, Commissioner
Department of Labor and Industry


Mike Manion, Chief Labor Negotiator
State of Montana Department of Labor Relations

FOR: MONTANA FEDERATION OF PUBLIC EMPLOYEES:


Eric Feaver (Nov 12, 2018)
Eric Feaver, President
Montana Federation of Public Employees

**Memorandum of Agreement
Between
Montana Public Employees Association
Department Of Labor and Industry**

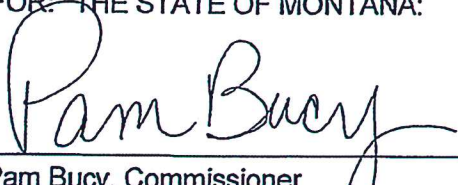
This Memorandum of Understanding ("MOU") is entered into by the Montana Department of Labor and Industry and the MPEA.

The parties agree to amend the Department of Labor and Industry Supplemental agreement to the MPEA Master Contract as follows:


In order to maintain continuous employment, employees who are in a laid off status or who are scheduled for layoff may be transferred to a vacant position upon agreement of the employer and the employee and after notification to the union without compliance with this or any other provisions of the agreement.

DATED this 14 day of Apr 2014.

FOR: THE STATE OF MONTANA:


Pam Bucy, Commissioner
Department of Labor and Industry

FOR: MONTANA PUBLIC
EMPLOYEES ASSOCIATION:


Quinton Nyman
Executive Director


Mike Mahon, Chief Labor Negotiator
State Office of Labor Relations

**MEMORANDUM OF UNDERSTANDING
BETWEEN
MONTANA FEDERATION OF PUBLIC EMPLOYEES (MFPE)
&
DEPARTMENT OF LABOR AND INDUSTRY (DLI)**

This Memorandum of Understanding (MOU) is entered into by and between the Montana Department of Labor and Industry, Unemployment Insurance Division (Employer), and the Montana Federation of Public Employees (Union).

PURPOSE OF MOU

The Employer and Union set forth the following working arrangements to mitigate a reduction in the federal administrative grant for the Unemployment Insurance program by implementing an employee voluntary reduction in working hours.

AGREEMENT


1. This MOU addresses all employees in the Unemployment Insurance Division covered under the Montana Federation of Public Employees collective bargaining agreement.
2. Employer shall seek to identify employees who are interested in working part-time and who are willing to voluntarily reduce their working hours to 20 hours per week; part-time schedules other than 20 hours per week will not be considered.
3. To meet but not exceed the loss in federal dollars, the Employer and Union agree that at any given time, no more than 10 employees will work a voluntary reduced schedule. If one or more employee(s) within the same work unit request a reduction in hours, seniority shall be the determining factor when business needs cannot support a reduced schedule for all employees requesting a reduction.
4. The Employer and Union agree there may be times when the Employer asks an employee voluntarily working a reduced schedule to work more than 20 hours in a given week (see Attachment A: Bureau-Specific, High Workload Constraints); likewise, there may be instances when business needs within a Bureau or work unit cannot support *any* voluntary reduction in work schedule (see Attachment B: Work Units and/or Positions Where Business Needs Preclude Reduction In Schedule).
5. Employees are expected to return to work full-time when notified by the Employer. In accordance with Article 7 Section 8 of the Collective Bargaining Agreement, employees will be given a minimum of 10 days' notice to return to work. Employees who fail to return to work on the specified date may be subject to disciplinary action up to and including termination.
6. The Employer shall continue to monitor its budget and workload on a monthly basis. If, at any time, the voluntary reduction in hours does not meet the Employer's needs, the Employer shall

resume discussions with the Union to devise alternate objectives to meet the Employer's budgetary constraints.

7. Employees interested in pursuing a reduced work schedule for all or any part of the Federal Fiscal Year ("FFY"), beginning October 1, 2019 and ending September 30, 2020) must notify their Bureau Chief via email. The email should include the employee's schedule preference. However, the Bureau Chief and Administrator will make the final decision on scheduling based on business need. Email notification of interest in a reduced schedule must be received no later than Monday, September 16, 2019. If necessary, to meet budgetary requirements, the reduced work schedule offer may be extended beyond FFY 2020 with mutual consent from the Union and notice to employees.

DATED this 29th day of July 2019.

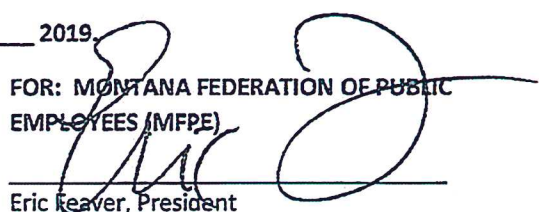
FOR: THE STATE OF MONTANA:


Galen Hollenbaugh, Commissioner
Department of Labor and Industry



Mike Manion, Chief Labor Negotiator
State of Montana Department of Labor Relations

FOR: MONTANA FEDERATION OF PUBLIC
EMPLOYEES (MFPE)


Eric Weaver, President
Montana Federation of Public Employees
(MFPE)

Attachment A

Bureau-Specific, High Workload Constraints (Black-Out Periods)

1. Claims Processing:

October 2019 quarter change week through April 2020 quarter change week: All Claims Processing staff.

2. Contributions:

Quarterly Reports Due Date Week (Oct. 28 – Nov. 1, 2019, Jan. 27 – Feb. 4, 2020; Apr. 29 – May 4, 2020; July 27 – Aug. 4, 2020): All Staff in Helena Central Office

Ratings Notices (Dec. 2, 2019 – Jan. 17, 2020): Status & Rating Supervisor and Rating SME Tax Examiner (Jon Andersen)

Service Pack Testing (Sept. 2019, March. 2020; Sept. 2020): Contributions Supervisors and Management Analysts

3. Program Support:

(None)

Attachment B

Work Units And/Or Positions Where Business Needs Preclude Any Reduction In Schedule

Claims Processing: N/A

Contributions: N/A

Program Support: Fiscal Analysts
Business & Security Analyst (MontanaWorks Phase 2 project)
Business and Quality Assurance Analyst (MontanaWorks Phase 2 project)