
MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding ("MOU") is entered into this 27th day of April, 2021 by and between the Missoula County Airport Authority ("MCAA" or "Employer") and the Montana Federation of Public Employees – Building and Field Personnel ("the Federation").

Recitals

1. The Federation is the exclusive bargaining agent for the Building and Field Employees of the Employer;
2. On May 29, 2018, MCAA and the Federation entered into a collective bargaining agreement in accordance with Montana Code Annotated § 39-31-305 titled "Association Agreement – Building and Field Personnel" ("the CBA");
3. On February 16, 2021, the Federation and MAA executed a Memorandum of Understanding ("MOU") extending the term of the Union Agreement and providing the parties meet annual for the purpose of discussing and negotiating topics of compensation and other topics and that any agreements arising from those discussions be memorialized in a separate MOU;
4. The parties met and negotiated compensation for Fiscal Year 2022 beginning on July 1, 2021, and other topics;
5. The parties now desire to memorialize those agreements;

NOW THEREFORE, Employer and the Federation agree as follows:

1. The Montana Federation of Public Employees is the successor organization to the Montana Public Employees Association, Inc. Consequently, the title paragraph of the CBA is amended by replacing Montana Public Employees Association, Inc. with Montana Federation of Public Employees. All references in the CBA to the Association shall hereinafter be construed to mean the Montana Federation of Public Employees.
2. Article II, Section 1 of the CBA is hereby deleted and replaced with the following:

Section 1. Employees covered by the terms of this Agreement shall not be required to become members of the Federation.
3. Article II, Section 3 of the CBA is hereby deleted and of no further force or effect.
4. Schedule A to the CBA is hereby amended as follows:

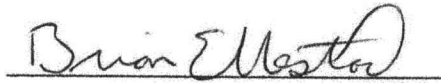
Current Positions	FY 2022
Building Tech	\$30.74/hour
Ops Mechanic	\$33.40/hour
Ops Tech II	\$30.74/hour
Premium Call-in pay	\$50

5. Article XXIII, Section 3 of the CBA is hereby deleted and replaced with the following:

Section 3. A shift differential of \$0.50 per hour will be paid for an employee's entire shift, to any employee required to work a shift which begins after 1 p.m.

6. All Federation member employees will be paid a lump sum equal to the difference between their current wage and the wage set forth in the CBA for FY2021 times 2080 hours, if they have been employed full time from July 1, 2021 through June 30, 2022. Employees working only part of FY2021 shall receive a prorata payment based on the number of pay periods they have been employed. This payment will be made on the last pay period of FY2021 and will be subject to all payroll taxes and deductions.
7. All terms of the CBA not specifically amended herein shall remain in full force and effect. In the event of a conflict between the terms of this MOU and the CBA, the terms of this MOU will govern.

DATED this 27th day of April, 2021.

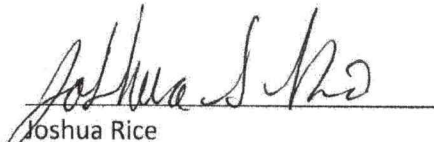


Brian Ellestad, A.A.E.
Acting Director, Missoula County Airport Authority



MFPE

Anthony Zent
MFPE Representative, Field Dept.



Joshua Rice
MFPE Representative, Building Dept.

**MEMORANDUM OF UNDERSTANDING
BETWEEN
MISSOULA COUNTY AIRPORT AUTHORITY
AND
MONTANA FEDERATION OF PUBLIC EMPLOYEES –
BUILDING AND FIELD PERSONNEL**

This Memorandum of Understanding (MOU) is being made and entered into between Missoula County Airport Authority, hereinafter referred to as Employer, and Montana Federation of Public Employees – Building and Field Personnel, hereinafter referred to as the Federation.

Whereas Missoula County Airport Authority and the Federation entered into a collective bargaining agreement in accordance with Montana Code Annotated (MCA) §39-31-305 that requires a duty to bargain in good faith; and

Whereas Missoula County Airport Authority and the Federation agree that collective bargaining serves to strengthen and maintain harmonious relations; and

Whereas Missoula County Airport Authority and the Federation agree that collective bargaining provides the best method to preserve the interests of both parties; and

Whereas both parties agree that the impacts of the current COVID-19 pandemic have made the completion of the normal negotiations process complex and challenging;

Now Therefore, the parties agree to the following:

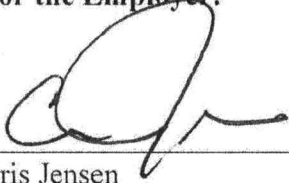
- 1) The term of the contract shall be extended from June 30, 2021 to June 30, 2024; and
- 2) The parties agree to meet annually during the term of this extension for the purpose of discussing and negotiating topics of compensation; and
- 3) The parties further agree that during the term of the extension they may meet on other topics that are mutually agreed upon; and
- 4) That any agreements that arise from items 1, 2, or 3 of this agreement shall be memorialized in a separate MOU covering those items.

This MOU is subject to the grievance and arbitration articles of the collective bargaining agreement between Missoula County Airport Authority and the Federation.

Dated this 16 day of FEB, 2021.

Signed and acknowledged:

For the Employer:

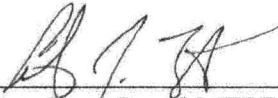


Cris Jensen
Airport Director

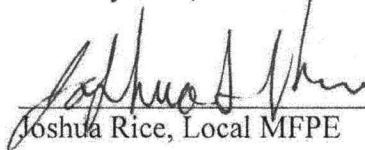
For Montana Federation of Public Employees:



Jeff Howe, Field Consultant, MFPE



Anthony Zent, Local MFPE



Joshua Rice, Local MFPE