

**MEMORANDUM OF UNDERSTANDING
BETWEEN
MISSOULA COUNTY
AND
MONTANA FEDERATION OF PUBLIC EMPLOYEES Unit 8512**

This Memorandum of Understanding (MOU) is being made and entered into between Missoula County, hereinafter referred to as Employer, and Montana Federation of Public Employees Missoula County Health Unit local 8512, hereinafter referred to as the Federation.

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

Whereas Missoula County 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, 2020 to June 30, 2023; 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 and the Federation.

Dated this 13th day of January, 2021.

Signed and acknowledged:

For the Employer:

DocuSigned by:

Christian E Lounsbury

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Christian Lounsbury
Chief Operating Officer

For Montana Federation of Public Employees:

DocuSigned by:

Jeff Howe

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Jeff Howe, Field Consultant, MFPE

DocuSigned by:

Tara Ivanovitch

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Tara Ivanovitch, President, Local MFPE