

MEMORANDUM OF UNDERSTANDING

The Montana Department of Justice and the Montana Public Employees Association Montana Highway Patrol Troopers Unit enter into this MOU for the purpose of clarifying Article 11 section 11.2 regarding holiday pay. It is not the intent of the language for holiday pay to be paid at the rate of 1 ½ times plus 2 ½ times for Memorial Day, the Fourth of July holiday, Labor Day, and Thanksgiving.


Therefore, section 11.2 shall be modified to read:

This section shall in no way interfere or infringe upon the Employers right to schedule patrol officer's hours and work days. When a patrol officer is scheduled to work and works a recognized holiday as part of his/her work week, except for Memorial Day, the Fourth of July holiday, Labor Day, and Thanksgiving, (Big 4 Holiday) the Employer shall allow the patrol officer to bank one and a half times the actual hours worked, not to exceed 12 hours as holiday leave to compensate for working the holiday in addition to regular compensation for actual hours worked up to 10 hours. Any time worked above 10 hours would be claimed as overtime. Officers who are required to work Memorial Day, the Fourth of July holiday, Labor Day, or Thanksgiving (Big 4 Holiday) will be compensated at the rate of two and one-half times their regular rate of pay for all hours worked on the holiday, this cannot be converted to banked days off.


If a holiday (non-Big 4 Holiday) falls on a trooper's regular day off and they work a call out or special overtime they will be compensated by banking 8 holiday hours as well as receiving overtime for the hours worked.

If a Big 4 holiday falls on a trooper's regular day off and they work a call out or special overtime they will be compensated by banking 8 holiday hours as well as receiving two and one-half times their regular rate of pay for all hours worked on the holiday.

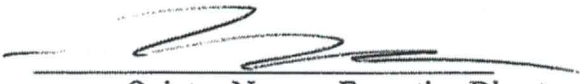
DATED this 6th day of June, 2016




Tim Fox, Attorney General
Department of Justice



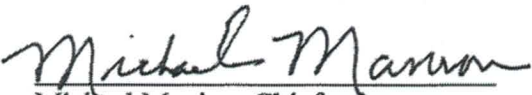
Tom Butler, Colonel
Highway Patrol Division DOJ



Quinton Nyman, Executive Director
Montana Public Employees Association



Darcy Dahle, Field Representative
Montana Public Employees Association



Michael Manion, Chief
State Office of Labor Relations