

**MONTANA DEPARTMENT OF LABOR AND INDUSTRY  
AND  
MPEA MONTANA EMPLOYEES ASSOCIATION**

**MEMORANDUM OF UNDERSTANDING  
FOR  
UNEMPLOYMENT INSURANCE REORGANIZATION**

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

As a result of reorganization, the parties agree to amend the Department of Labor and Industry Supplemental agreement to the MPEA Master Contract as follows:

- Management will provide training on level 4b adjudication to the new hires (Jan Schossow, Carrie Frohreich, Carol Wohlleben and Joyce Bonvillain) within one year of ratification of this agreement. Once training has been completed these five employees will have the option of taking the assessment, and if successful, moving to level 4b. Each employee will remain at 4a pay until they receive training and successfully pass the assessment. If any of these individuals choose not to pursue level 4b within the next 12 months, they will maintain their current rate of pay at 4a and will be required to competitively compete for any future promotions (after the 12 month time frame has passed).
- Employees who took the assessment in January, 2014, will have 60 days after ratification of this MOU to choose to accept permanent placement into a position as a 4b (single party adjudicator) or return to level 4a (expert-level trouble shooter) with pay protection at their prior band 4 pay rate for the duration of their time in - a 4a level position.
- Adjudicators, currently working in a temporary position, will attain permanent status at level 5a. The temporary adjudicators will be required to take the two party assessment for identification of strengths or areas they might need additional training. This assessment will not be used for the 5a placement.
- Current adjudicators will be initially placed at 5a (two party adjudication) in the new model. Movement from level 5a to 5b (hearings/presentations) will occur through a competitive recruitment process.
- All future positions will be filled by the process in the supplemental agreement Article 14-Vacancies and Promotions.
- In order to facilitate open communication and understanding, management and labor agree to create a committee of 3 management and 3 union members to

meet at least once every two weeks until implementation of the reorganization plan. This committee will meet and discuss the progress of the plan.

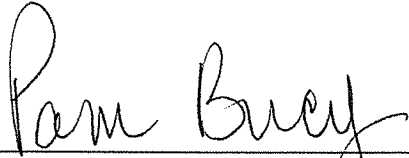
- Employees are pay protected at their current rate of pay and at their current level of expertise. Employees will not be pay protected if for some reason they move back a step lower than they are currently being paid at time of ratification.
- All pay increases will take effect the first full pay period following the date of ratification.

Management will make a concerted effort to provide regular training, feedback, and oversight to employees. This will include regularly scheduled staff meetings.

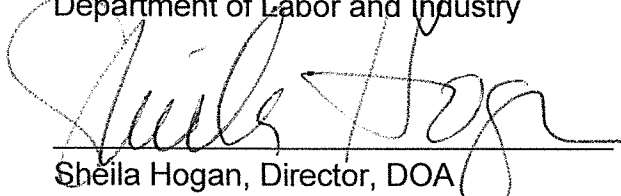
This agreement will sunset on July 1, 2014.

DATED this 18 day of April 2014

FOR: THE STATE OF MONTANA:

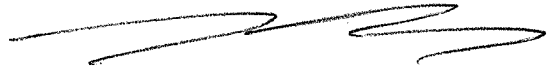


Pam Bucy, Commissioner  
Department of Labor and Industry



Sheila Hogan, Director, DOA  
State Office of Labor Relations

FOR: MONTANA PUBLIC  
EMPLOYEES ASSOCIATION:



Quinton Nyman  
Executive Director