

**MEMORANDUM OF UNDERSTANDING
BETWEEN
MONTANA PUBLIC EMPLOYEES ASSOCIATION (MPEA)
AND
MONTANA DEPARTMENT OF CORRECTIONS, YOUTH SERVICES DIVISION,
PINE HILLS YOUTH CORRECTIONAL FACILITY**

This Memorandum of Understanding (MOU) is entered into by the Montana Department of Corrections, Pine Hills Youth Correctional Facility herein referred to as the Department, and the Montana Public Employees Association, herein referred to as the Union.

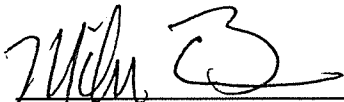
This MOU is in addition to the terms and conditions outlined in the Supplement to the MPEA Master Labor Agreement. Effective July 1, 2014, employees who apply for and are selected through a competitive process for the recreational officer or security officer positions, will be compensated an additional \$0.50 per hour as long as they serve in those positions.

In consideration of the additional compensation, during the event of an emergency requiring the attention of the Unit Shift Supervisors and COSSs, the Security Officers may be required to observe youth self-administer medication from a pre-loaded cart during the night shift(s) when medical personnel are not present. In such circumstances, management will notify the local union president and make available any report not deemed confidential for his/her review. The use of Security Officers to observe youth self-administer medication from a pre-loaded cart during the night shift(s) will be strictly limited to emergency situations only.

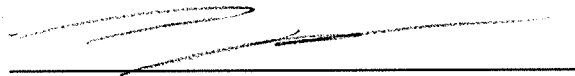
Dated this 7th day of January, 2014⁵

FOR: THE STATE OF MONTANA

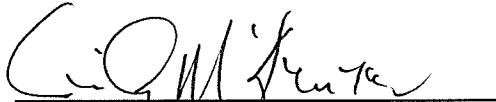
FOR: THE MONTANA PUBLIC
EMPLOYEES ASSOCIATION



Mike Batista, Director
Department of Corrections



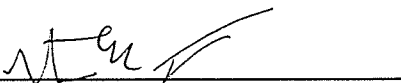
Quinton E. Nyman, Executive Direction
Montana Public Employees Association



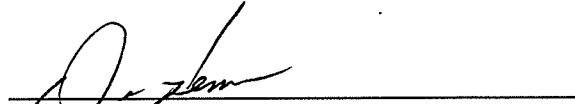
Cindy McKenzie, Administrator
Youth Services Division



Darcy Dahle, Field Representative
Montana Public Employees Association



Steve Ray, Superintendent
Pine Hills Youth Correctional
Facility



Dean Henman, Chapter President
MPEA Unit 068



Mike Manion, Deputy Director
State Office of Labor Relations