

MEMORANDUM OF UNDERSTANDING

Between
The City of Colstrip
And

The Montana Public Employees Association

This memorandum of understanding is entered into between the City of Colstrip and the Montana Public Employees Association Colstrip City Employees Unit. The purpose is to clarify Article V, Section C, sub 2, which reads:

“2. Employees required to work on Memorial Day, July 4 Independence Day, Labor Day, Thanksgiving Day, and Christmas Day shall be compensated at their regular rate of pay for four (4) additional hours for working these holidays. The Employer shall determine those employees required to work such holiday time. “

The brief history of the above the language began with the MPEA Colstrip Police collective bargaining agreement and was negotiated in recognition that certain holidays are generally considered family oriented holidays that impact those who have to work those holidays more than on other less family oriented holidays. The language was developed with an employee who had to work the full day in mind as the police department had no one who worked partial holidays. The language was adopted by the City Employees Unit during the last round of negotiations. Since its adoption, the question has arisen as to how the language should be applied to those who work partial days, such as water department personnel or those who are called-in for a portion of the day.

To resolve the issue, the following will govern those who work partial days for whatever reason on the specified holidays. The four hours of ‘family holiday pay’ will be prorated based upon how many hours a member works, as follows:

- 1 minute to 60 minutes = 1 hour work credit = .5 hour of family holiday pay
- For every additional 1 to 30 minutes increment worked thereafter, .25 hour of family holiday pay shall be earned.

For examples:

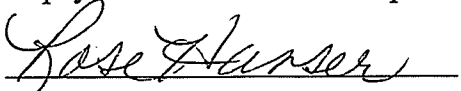
45 minutes worked = .5 hour of family holiday pay

2 hours and 10 minutes worked = 1.25 hours of family holiday pay

3 hours and 45 minutes worked = 2 hours of family holiday pay

No other pay nor benefits will be impacted by this MOU.

Dated





Rose Hanser
Colstrip Mayor



Quinton Nyman
MPEA Executive Director