

Letter of Agreement by and Between the Parties:

1. State of Montana Department of Health and Human Services (DPHHS) Montana Mental Health Nursing Care Center (MMHNCC)
2. Montana Nurses Association (MNA)
3. Montana Public Employees Union (MPEA)

The parties agree:

One RN position from MNA Local #14 MMHNCC will be advertised to be filled by an LPN. When the LPN terminates employment with MMHNCC, the nursing position will revert back to an MNA Local #14 RN position.

DPHHS MMHNCC agrees to voluntarily recognize the LPN into the current MPEA # 59 Collective Bargaining Agreement.

- 2016 Pay Band 4- \$16.66 through \$25.00.
- A night shift differential of \$1.50/hour will be paid for all scheduled 6PM-6AM shifts and 10PM to 6AM shifts worked.

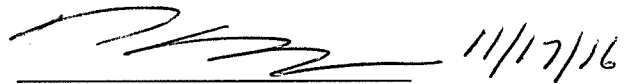
This agreement shall expire if the position is not filled by an LPN within 60 days of signing.

 11/21/2016

Mike Manion, DOA

 11/17/16

Amy Hauschild, MNA

 11/17/16

Quinton E. Nyman, MPEA