

Memorandum of Understanding

Between

MPEA/MEA-MFT Local #4993

and

The Department of Revenue

The State of Montana

This Memorandum of Understanding between the Montana Department of Revenue and MPEA/MEA-MFT Local #4993 is entered into for the purpose of clarifying Article 12 (SENIORITY AND LAYOFF), Sections 1 and 3 of the 2017-19 collective-bargaining agreement as to reductions in force resulting from Senate Bill 261 and any other executive or legislatively mandated reductions in force which may occur during the term of the 2017-19 CBA.

The parties agree that reductions-in-force have significant negative impacts on the affected employees and can cause significant disruption to the efficient operation of the Department. Accordingly, the Department agrees that to the extent practical, it will offer to employees in good standing whose positions are to be eliminated a transfer to a vacant existing position within the bargaining unit and within the affected employee's job classification. The parties agree that if an employee in a position that is eliminated is offered a transfer to another existing position within the bargaining unit and within the employee's current job classification and the employee declines that offer of continued employment, the affected employee shall be laid off and the employee shall not be eligible to exercise any 'bumping rights' per Article 12, Sections 1 and 3 of the Collective Bargaining Agreement.

Signed this date 3<sup>rd</sup> day of January, 2018

X Michael P. Manion

Michael P. Manion  
State Office of Labor Relations

X Quinton E. Nyman

Quinton E. Nyman, Executive Director  
MPEA

X Mike Kadas

Mike Kadas, Director  
Department of Revenue

X Megan T. Casey

Megan T. Casey, Field Representative  
MPEA

X Dori Jones

Dori Jones  
MEA-MFT

X Kimberley Mills

Kimberley Mills, President  
MPEA and MEA MFT Local 4993