

Missoula County (EMPLOYER)
and
Montana Public Employees Association (ASSOCIATION)
Unit #1 – MCCH and PHC

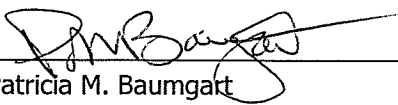
MEMORANDUM OF AGREEMENT
2/2018

During 2017 negotiations, the parties negotiated over a proposal to provide employer reimbursement for employees (un-specified) who have continuing education requirements to maintain professional licensure. While agreement was not reached during negotiations, subsequently agents of the employer provided partial reimbursement for calendar year 2017 CEU requirements for five Licensed Clinical Therapist employees at the Partnership Health Center.

To resolve the concern that a unilateral benefit was extended the parties agree as follows:

1. The scope of positions to be addressed by this agreement is limited to Licensed Clinical Therapist positions, (LCTs).
2. The amount of reimbursement is limited to \$199.99 for CEUs required in calendar year 2017.
3. LCTs who already received \$199.99 reimbursement for their 2017 CEUs include: Leigh Ann Christianson, Christy Murray-Blankenship and Juliane Stickney-Reid. These individuals shall receive no additional reimbursement by this agreement.
4. LCTs who received less than \$199.99 for their 2017 CEUs include Colleen Enderle, Meggie Girardi, Cory Smith and Sami Douglas. These individuals will receive reimbursement to bring them up to \$199.99 as listed here: Enderle - \$199.99, Girardi- \$138.09 (formerly paid \$ 61.90), Smith- \$199.99 and Douglas \$75.03 (formerly paid \$124.96).
5. Parties agree to negotiate on the topic of reimbursement for CEUs, at a minimum for PHC Licensed Clinical Therapists, who are providers who generate income for PHC through billable hours
6. The Employer claims no wrong doing or intent to engage in an unfair labor practice.

Dated this 13th day of February, 2018:



Patricia M. Baumgart
Missoula County HR Director



Quint Nyman
MPEA Executive Director