

**MEMORANDUM OF UNDERSTANDING
by and between
INTERNATIONAL BROTHERHOOD OF TEAMSTERS
and the
STATE OF MONTANA
DEPARTMENT OF PUBLIC HEALTH AND HUMAN SERVICES**

This Memorandum of Understanding (MOU) between the International Brotherhood of Teamsters (IBT) Local #2, under Collective Bargaining Agreement 008, hereinafter referred to as "Union," and the State of Montana, Department of Public Health and Human Services (DPHHS), hereinafter referred to as "Employer."

The Employer is opening the Grasslands Facility, located in Helena, Montana, to provide services as part of the Montana State Hospital system. For purposes of this MOU, 'Grasslands employees' means employees assigned to the Grasslands Facility in classifications that are included in the bargaining unit represented by the International Brotherhood of Teamsters, Local 2 at Montana State Hospital, as defined and certified by the Montana Board of Personnel Appeals. Nothing in this MOU is intended to expand or reduce the bargaining unit as defined and certified.

The Union and the Employer agree that all the terms and conditions of the Collective Bargaining Agreement will apply to employees at the Grasslands Facility with the following exceptions:

- 1. Article 8, Seniority. MSH and Grasslands will have separate seniority lists for the purposes of this Article

This MOU amends the Collective Bargaining Agreement 008 as described herein. In all other respects, the Collective Bargaining Agreement remains unchanged.

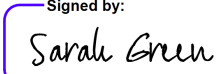
This MOU will remain in full force and effect through June 30, 2027.

THIS MOU is signed and dated this 6/29/2026.

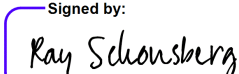
THE STATE OF MONTANA:

Signed by:

61408679875F473...
Charles T. Brereton, Director
Public Health & Human Services

Signed by:

3583B1E3FB95479...
Sarah Green, Interim Chief Negotiator
State Office of Labor Relations

THE UNION:

Signed by:

2676316ACB1904C6...
Ray Schonsberg, Business Agent
Teamsters Local #2