

**Memorandum of Understanding
between
Montana Department of Corrections
and
Montana Federation of Public Employees
Department of Corrections
Consortium**

This Memorandum of Understanding (hereinafter "MOU" or "Agreement") is between the Montana Department of Corrections, hereafter referred to as the "Employer or DOC" and the Montana Federation of Public Employees, Department of Corrections Consortium, hereafter referred to as the "Collective Bargaining Unit or Union" (collectively referred to as the Parties").

1. Purpose

The purpose of this MOU is to set forth the terms and conditions for a trial period in which the standard work schedule is adjusted from a five (5) day workweek to a four (4) day workweek. This trial is intended to evaluate the impact of a 4-day schedule on productivity, employee well-being, and operational efficiency of the educational program at the Montana State Prison ("MSP").

2. Trial Period Duration

The trial period for Educators, which includes positions classified as Library Assistant I at MSP, will commence on **January 5, 2026**, and will conclude on **June 5, 2026**, unless mutually extended by written amendment of this MOU.

3. Work Schedule

During the trial period:

- Employees will work **four (4) days per week**.
- Standard working hours will be adjusted to **10 hours per day**, resulting in a total of forty **40** hours per week.
- Any modification to the schedule below must be approved in writing by both the Employer and the Union.
- The following schedule shall apply:

Schedule for Educators	
Monday through Thursday (Friday off)	
Brandon Spehar	6am to 4pm
Scott Nichols	6am to 4pm
Cienna Crichton	7am to 5pm

Tuesday through Friday (Monday off)	
Tricia Williams-Ferry	7am to 5pm
Raedel Bagley	7am to 5pm
Kelly Crichton	7am to 5pm
Kristi Brothers	7:30am to 5:30pm
Mon-Tues / Thur-Fri (Wednesday off)	
Carolyn Murphy	7am to 5pm

4. Expectations and Accountability

- Employees are expected to maintain their current level of productivity and performance throughout the trial period.
- Managers will monitor key performance indicators, deliverables, and any impact on workflow to assess the effectiveness of the modified schedule.
- Any adverse impact on operational effectiveness may result in adjustments to the entire schedule or individual Educator schedule, or termination of the trial period.
- Educators participating in the trial period shall:
 - Adhere to their assigned work schedules;
 - Complete all assigned tasks and responsibilities;
 - Maintain appropriate communication with supervisors, colleagues, and students;
 - Participate in all required evaluation activities related to the trial period.

5. Review and Evaluation

- Throughout the trial period, both management and union representation will review the results and provide feedback.
- Metrics to be evaluated may include, but are not limited to: productivity, quality of work, employee satisfaction, student feedback, operational impact, cost implication, attendance and punctuality.
- Based on the evaluation, the Parties may:
 - Extend the trial period.
 - Make the 4-day schedule permanent.
 - Revert to the previous 5-day schedule.
 - Modify the schedule further as needed.

6. Confidentiality

The Parties agree to maintain the confidentiality of any sensitive information shared during the implementation and evaluation of this trial period.

7. No Precedent

The Parties agree that this MOU is experimental in nature and shall not establish precedents for future agreements, establish a “past” practice, or modify the Collective Bargaining Agreement.

8. Authorized Representatives

Each Party represents and warrants that the person executing this MOU on its behalf has full authority to do so and that this MOU constitutes a valid and binding obligation of such Party.

9. Entire Agreement

This MOU constitutes the entire agreement between the Parties with respect to the subject matter hereof and supersedes all prior negotiations, understandings, and agreements, whether written or oral. The Parties acknowledge that they have read this MOU, understand it, and agree to be bound by its terms and conditions.

10. Effective Date 12/22/2025

This MOU shall become effective upon the date of the last signature below.

STATE OF MONTANA

MONTANA FEDERATION OF PUBLIC EMPLOYEES

Signed by:
Eric Strauss

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Brian Gootkin, Director
Department of Corrections

DocuSigned by:
Joseph Dompier

6B69BB6EBA4E41E...
Joseph Dompier, Field Consultant
Montana Federation of Public Employees

Signed by:
Karol Anne Davis

382B3999E2BF4DB...
Karol Ann Davis, Chief Negotiator
State Office of Labor Relations

Signed by:
Susan Menicucci-Schimming

915B8C0D6D87486...
Susan Menicucci-Schimming
Local 4700 President

Signed by:
Charity Yonker

A613302D995495...
Charity Yonker, Chief General Counsel
Department of Corrections