

MEMORANDUM OF UNDERSTANDING
to contract effective
July 1, 2025 THROUGH June 30, 2027
by and between
State of Montana
Department of Livestock
and
Montana Federation of Public Employees

This Memorandum of Understanding (MOU) is entered into this 7/14/2025
by and between the State of Montana, Department of Livestock (“Employer”), and
Montana Federation of Public Employees (“Union”).


The parties agree that the positions of Compliance Tech and Compliance Specialist
may, at the Employer's discretion, work a weekly schedule of four 10-hour days and will
not be subject to Article 7, Section 5 and 6. The Employer will set the schedule of days
worked for each position.


The parties further agree that, upon 10 working days' notice, the Employer may change
the schedule back to five 8-hour days.

This MOU amends Labor Agreement No. 032, as described herein. In all other respects,
Labor Agreement 032 remains unchanged.

Dated this 7/14/2025.

THE STATE OF MONTANA:


Signed by:

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Michael Honeycutt, Executive Officer
Department of Livestock

Signed by:

382B3999E2BE4DB...
Karol Anne Davis, Chief Negotiator
State Office of Labor Relations

THE FEDERATION:

Signed by:

5B16E082DB3E472...
Justin Hawkaluk, Field Representative
MFPE

Signed by:

0E80D8EC8920453...
Bethany Lefner, Representative
MFPE