

2025 – 2027

COLLECTIVE BARGAINING AGREEMENT

between the

**STATE OF MONTANA
PUBLIC HEALTH & HUMAN SERVICES
CHILD AND FAMILY SERVICES**

and the

**MONTANA FEDERATION OF PUBLIC
EMPLOYEES
CHILD AND FAMILY SERVICES EMPLOYEES**

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STATE OF MONTANA, PUBLIC HEALTH & HUMAN SERVICES
CHILD AND FAMILY SERVICES
and the
MONTANA FEDERATION OF PUBLIC EMPLOYEES
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PREAMBLE

THIS AGREEMENT is made and entered into the first day of July, 2025 between the State of Montana, Department of Public Health and Human Services, hereinafter referred to as the "Employer" and the Montana Federation of Public Employees, referred to as the "Federation." It is the intent and purpose of this Agreement to assure sound and mutually beneficial working relationships between the Employer and the employees, to provide an orderly and peaceful means of resolving grievances, to prevent interruption of work and interference with the efficient operation of the State of Montana, and to set forth herein a basic and complete agreement between the parties concerning terms and conditions of employment which are not otherwise mandated by statute. It is understood that the Employer is engaged in health, safety, comfort and general wellbeing of the public and both parties hereto recognize the need for continuous and reliable service to the public.

ARTICLE 1.
RECOGNITION

Section 1. The Employer recognizes the Montana Federation of Public Employees as the exclusive collective bargaining representative for positions in Child and Family Services Division with the following working titles; Accounting Technician 2, Administrative Assistant 2, Administrative Specialist 1, Budget Analyst 1, Budget Analyst 2, Business Analyst 2, Business Analyst 3, CAC Coordinator, Central Intake Specialist, Child Protection Specialist (also referred to as Child Protection Investigator and/or Child Reunification Specialist), Compliance Specialist 2, Compliance Specialist 3, Family Engagement Meeting Coordinator, Grants Contracts Coordinator 2, Permanency Planning Specialist, Program Officer 1, Program Officer 2, Program Specialist 2, Resource Family Specialist, Safety Resource Specialist, Social Service Technician for the purpose of collective bargaining with respect to rates of pay, hours of employment and other conditions of employment. Employees covered by other collective bargaining agreements are not covered under this Agreement.

ARTICLE 2.
FEDERATION RIGHTS

Section 1. In the event the Federation designates a member employee to act in the capacity as official spokesperson for the Federation on any matter, such a designation shall be made in writing and shall specify the period covered by the designation.

Section 2. A written list of the accredited officers and representatives of the bargaining unit shall be furnished to the agency's Director of Human Resources immediately after their election and the Director of Human Resources shall be notified of any change of said representatives within seven calendar days.

Section 3. The Union President, or designee, will be given up to 50 hours of paid release time per year for MFPE activities and sanctioned events. Time spent conducting investigations, processing grievances, including arbitration matters will count against these hours. The Employer will not compensate the aforementioned individuals for the time spent in such activities outside their normal work schedule. Release time must be pre-approved through the President's supervisory chain of command and must be coordinated and reported with the human resource office. Other internal business of the Federation shall be conducted by the employees during their non-duty hours.

Subsection 1. A total of six bargaining unit members, who are appointed as delegates to the MFPE Annual Conference shall be allowed four hours of paid leave to attend the MFPE Annual Conference each year. The President of Local 7793 shall submit the list of authorized delegates to the Director of Human Resources as far in advance as possible.

Subsection 2. For the purpose of negotiations, up to 10 bargaining team members shall be allowed paid release of up to two, eight-hour days of paid time each to negotiate a successor agreement.

Subsection 3. The Federation will have opportunities throughout the year to present information to the Federation members.

Section 4. The Federation's staff will be allowed to visit work areas of the employees during work hours and confer on employment relations matters, provided that such visitations shall be coordinated in advance with management and shall not unduly disrupt work in progress.

Section 5. The Federation may utilize a reasonable amount of space on bulletin boards as determined by local management on bulletin boards currently used for employee notices. No derogatory information concerning the Employer shall be posted by the Federation.

Section 6. Accredited Federation representatives shall, with the written approval of the employee, have the right to inspect an employee's personnel file, with the exception of medical information unless the issue involves such matters, and only where justification is advanced for such access by the Federation.

Section 7. The Federation may be allowed to use the Employer's facilities for Federation meetings contingent upon availability and management approval. The Federation shall be liable for any damages as a result of such use.

ARTICLE 3. FEDERATION SECURITY

Section 1. Upon receipt of a written authorization from an employee covered by this Agreement, the Employer shall deduct from the employee's pay the amount owed to the Federation by such employee for dues or a representation fee. The Employer will remit to the Federation such sums within 30 calendar days. Changes in the Federation membership dues rate will be certified to the Employer in writing over the signature of the authorized officer or officers of the Federation and shall be done at least 30 calendar days in advance of such change.

Section 2. The Employer will provide the Federation with a list of newly hired and terminated employees at least monthly. This list may include mutually agreed upon pertinent member information and will be sent to the Federation.

Section 3. The Federation will indemnify, defend, and hold the Employer harmless against any claim made and against any suit instituted against the Employer, including attorney's fees and costs of defense thereof, on account of any provision of this Article.

ARTICLE 4. MANAGEMENT RIGHTS

Section 1. In compliance with § 39-31-303, MCA, employees and the Union shall recognize the prerogatives of the agency to operate and manage their affairs in such areas as, but not limited to:

1. direct employees;
2. hire, promote, transfer, assign, and retain employees;
3. relieve employees from duties because of lack of work or funds or under conditions where continuation of such work would be insufficient and nonproductive;
4. maintain the efficiency of government operations;
5. determine the methods, means, job classifications, and personnel by which this agency operations are to be conducted;
6. take whatever actions may be necessary to carry out the missions of the agency in situations of emergency;
7. establish the methods and processes by which work is performed.

Section 2. Such rights are retained by the Employer unless such rights are specifically relinquished in this Agreement.

**ARTICLE 5.
MANAGEMENT SECURITY**

Section 1. The Federation hereby accepts liability for any damage to or loss of state property that is the proximate cause of action taken by striking employees of any bargaining unit, provided that liability under this Section shall be restricted to include any alleged loss of revenue or other incidental or punitive damage sought by the Employer.

**ARTICLE 6.
NON-DISCRIMINATION**

Section 1. No member of the Federation shall be discharged or discriminated against for upholding Federation principles. The Employer and the Federation affirm their joint opposition to any discriminatory practices in connection with employment, promotion or training, remembering that the public interest requires the full utilization of the employees' skills and ability without regard to race, color, creed, national origin, age, or sex.

Section 2. In accordance with the provision of the Governmental Code of Fair Practices, the Employer shall recruit, appoint, assign, train, evaluate, and promote its employees on the basis of merit and qualifications, without regard to race, color, religious creed, political ideas, sex, age, marital status, physical or mental disability, national origin, and ancestry.

**ARTICLE 7.
PAY AND HOURS**

Section 1. Conditions relative to and governing wages and salaries are contained in Addendum A of this Agreement, which is attached and by this reference made a part hereof as though fully set forth.

Section 2. Nothing in this Agreement will exclude any employee from exercising the right to file a classification appeal with the Board of Personnel Appeals.

Section 3. Nothing in this Agreement shall be construed as a guarantee or limitation of the number of hours to be worked per days, days per week, or for any other period of time, except as may be specifically provided for herein.

Section 4. A regular workday shall consist of eight hours of continuous work, including two duty-free rest breaks. Employees shall also be granted a duty-free meal break, taken at a time mutually agreeable to the Employer and the employee. The meal break shall be without pay.

Section 5. A regular work week shall consist of five consecutive workdays, Saturday through Friday, totaling 40 hours.

Section 6. Call-out pay. A call-out is an unscheduled, unplanned provision of direct services to alleviate a crisis where the employee is required to respond in person while assigned on call.

Subsection 1. The following are not considered callouts and shall be documented as regular hours worked:

1. Meetings and appointments scheduled outside of the regular 8:00 am to 5:00 pm workday; prior approval from a supervisor is needed.
2. Extension of the working day either before 8:00 am or after 5:00 pm.; when possible, this should be discussed in advance with a supervisor.
3. Telephone calls.

Subsection 2. Non-exempt employees who are called out for work and report outside the regular shift shall be paid at a rate of one and one-half times their regular rate of pay for hours worked, or a minimum of two hours whichever is greater. It is understood that this provision does not apply to overtime work, which is essentially a continuation of the workday.

Section 7. On-call pay. On-call is time spent by employees, usually off the working premises, in their pursuits, where the employee must remain available to be called back to work on short notice if the need arises. Employees in these conditions, with formal "re-call" schedules, shall receive one hour of compensatory time for every eight hours on "on-call", except for weekend and holiday "on-call", when everyone will receive four hours of compensatory time for every weekend day and observed holiday the employee is scheduled to be "on-call." On-call time is hour-for-hour time and is not subject to the one and one-half standard described in this Agreement. On-call hours will be earned, and appropriate compensatory time received whether the employee is called out or not during the on-call shift, call-out hours would be in addition the on-call hours received.

Subsection 1. Article 7, Sections 6-7 do not apply to Family Engagement Meeting Coordinators and Permanency Planning Specialists.

Section 8. The employee and the Employer may agree to an alternative work schedule wherein 40 hours may be worked as straight time in other than five days or eight-hour days. Upon written explanation, either party may, with 10 working days' notice, terminate the alternate work schedule. Bargaining unit members who make a request for an alternative work schedule and are denied by their supervisor will be provided the reasons for the denial in writing.

Section 9. The pay ranges attached (Pay Schedule A) shall be the total salary compensation, minus longevity pay, for the term of the Agreement. It is understood that these ranges do not include the Employer's share of the health insurance contribution.

Subsection 1. Effective on the first day of the first complete pay period that includes July 1, 2025, the base salary of each employee must be increased by \$1.00 an hour or by 2.5%, whichever is greater. Effective on the first day of the first complete pay period that includes July 1, 2026, the base salary of each employee must be increased by \$1.00 an hour or by 2.5%, whichever is greater.

Section 10. The Pay Plan Rules attached in Addendum A shall be in effect for all members of the bargaining unit covered by this Agreement for the term of this Agreement.

Section 11. The Employer may schedule staggered working hours within the eight-hour days by mutual agreement.

Section 12. If an employee is selected and given written authorization by a management designee to temporarily fill a vacancy in a higher graded job, they shall be paid at the higher grade in accordance with the Pay Plan Rules.

Section 13. Whenever an employee receives a step increase or a pay increase due to promotion, such an increase shall be granted from the first day of the pay period during which such increase becomes effective.

Section 14. Centralized Intake Specialists Shift Differential:

1. Centralized Intake Specialists shall be on an alternative work schedule with overtime/compensatory time coming only after 40 hours in a workweek.
2. Centralized Intake Specialists regularly assigned to shifts where no less than four hours of the shift are scheduled between 16:00 (4 PM) and 24:00 (12 AM) shall receive \$1.50 per hour shift incentive for all hours worked on those regularly scheduled shifts.
3. Centralized Intake Specialists regularly assigned to shifts where no less than four hours of the shift are scheduled between 24:00 (12 AM) and 08:00 (8 AM) shall receive \$3.00 per hour shift incentive for all hours worked on those regularly scheduled shifts.

ARTICLE 8. OVERTIME AND COMPENSATORY TIME

Section 1. "Non-exempt" employee means an employee subject to the overtime provisions of the Federal Fair Labor Standards Act and the regulations. "Non-exempt" employees shall be paid at a rate of one and one-half times their regular rate of pay for all authorized time they work 40 hours per week. The over eight hours per day overtime provisions of this Article shall not be in effect in those instances where employees are on a work schedule that anticipates an employee working 40 hours per week in other than five, eight-hour days. Employees may elect to receive compensatory time off at a rate of one and one-half times each additional hour worked in accordance with this Article and the provisions of the Fair Labor Standards Act, and agency policy when adopted.

Section 2. If job related travel time is scheduled for other than the employee's normal workweek, such travel time shall be compensated in accordance with the terms of this Article.

Section 3. For the purposes of calculating overtime or compensatory time, only time worked for over 40 hours in a week can create overtime pay or compensatory time. Paid leave times (annual, sick, banked holiday, floating holiday, or compensatory) do not count as time worked. An employee must reduce paid leave time on their timesheet before overtime or compensatory time may be recorded. Management may adjust an employee’s work schedule in a workweek or require the employee to take time off so that the employee does not become eligible for overtime or compensatory time.

Section 4. Compensatory time as provided for in this Agreement shall not be pyramided under any circumstances.

Section 5. The Employer agrees not to block out periods of time during which by policy employees will not be allowed to use accrued compensatory time so long as it is understood that the Employer may approve or disapprove compensatory time usage dependent upon the needs of the agency.

**ARTICLE 9.
HOLIDAYS**

Section 1. For pay purposes the following shall be recognized holidays for bargaining unit employees:

New Year’s Day	January 1
Martin Luther King, Jr. Day	Third Monday in January
Presidents’ Day	Third Monday in February
Memorial Day.....	Last Monday in May
Independence Day	July 4
Labor Day	First Monday in September
Indigenous Peoples’ Day/Columbus Day ...	Second Monday in October
Veteran's Day	November 11
Thanksgiving Day	Fourth Thursday in November
Christmas Day	December 25
Floating Holiday.....	Each calendar year

Each full-time employee is entitled to one floating holiday each calendar year. Each part-time employee is entitled to one floating holiday each calendar year that must be calculated proportionately to the floating holiday allowed to a full-time employee. Unused floating holiday leave expires at the end of each calendar year, does not accrue, and is not paid out to employees on termination of employment.

Section 2. The holidays listed in Section 1 shall be granted at the regular rate of pay to all eligible full-time employees except as provided for in Sections 3 and 4. Eligible part-time employees shall receive pay or accrual for the holiday on a pro rata basis. To be eligible for holiday pay an employee must be in pay status on the last scheduled working day immediately before the holiday and on the first regularly scheduled working day immediately after the holiday.

Section 3. Exempt employees who request and are authorized to work on a holiday shall receive their regular rate of pay and an alternate day off to be taken at a time agreeable to the employee and the Employer. Eligible exempt part-time employees shall receive benefits granted in this Section on a pro rata basis.

Section 4. When a non-exempt full-time employee is required by the Employer to work on a holiday listed above, they will be paid up to eight hours at the rate of two and one-half times their regular rate of pay and any hours over eight will be paid at one and one-half times their regular rate of pay, or at the employee's option, one and one-half times their regular rate of pay and an alternate day off, to be taken at a time agreeable to the employee and Employer. Non-exempt full-time employees shall be given the opportunity to select their option at the commencement of their employment and shall be bound by their choice for at least a one-year period unless otherwise agreed to by the Employer. Eligible non-exempt part-time employees shall receive benefits granted in this Section on a pro-rata basis.

Section 5. Employees who request and are authorized to work on a holiday shall receive their regular rate of pay and an alternate day off, to be taken at a time agreeable to the employee and the Employer. This Section does not apply when employees are required by the Employer to work on a holiday.

Section 6. Any eligible full-time employee who is scheduled for a day off on a day which is observed as a legal holiday, except Sundays, shall be entitled to receive a day off with pay either on the day preceding the holiday or on another day following the holiday in the same pay period or as scheduled by the employee and their supervisor, whichever allows a day off in addition to the employee's regularly scheduled days off.

ARTICLE 10. LEAVES

Section 1. JURY AND WITNESS DUTY. Employees summoned to serve as jurors or witnesses shall be granted leave per § 2-18-619, MCA.

Section 2. SICK LEAVE. Employees shall be granted sick leave per § 2-18-618, MCA, and according to the following:

Subsection 1. Notification of absence because of illness shall be given as soon as possible to either the immediate supervisor or to the individual designated to receive such calls. Management agrees to take appropriate steps to ensure notification to employees of the names and telephone numbers of the designated individuals. If the employee fails to give such notification, the absence may be charged to leave without pay. Absence in excess of one shift without receipt of proper notification by the Employer from the employee shall constitute just cause for immediate discharge, unless the failure to give such notification was due to circumstances beyond the control of the employee. In cases where employees are performing a function that will require a replacement, said employees will, if possible, notify management of their absence at least four hours in advance of the beginning of the employee's shift.

Subsection 2. Sick leave used must not exceed the amount accrued by the employee. If an employee is ill and has exhausted their sick leave credits, they may utilize all accrued annual leave.

Subsection 3. In the event that an employee on annual leave becomes ill, the employee shall be afforded the right to change their annual leave status to sick leave status and to utilize available sick leave credits upon furnishing management acceptable medical certification, if required.

Subsection 4. The Employer may not require a doctor's certificate to substantiate sick leave usage from an employee in the bargaining unit unless the employee has been away from work in excess of three days on sick leave or unless the Employer has good reason to suspect sick leave abuse.

Subsection 5. In the event that a holiday falls when an employee is on sick leave, the employee shall be changed from sick leave status to holiday status.

Subsection 6. When sick leave is requested, it shall be a joint effort between the employee and supervisor to ensure the appropriate coverage. The employee is responsible for relaying all scheduled activities and contact information to the supervisor.

Section 3. ANNUAL LEAVE. Employees shall be granted annual leave per § 2-18-611, MCA, and according to the following:

1. It is understood and agreed that an employee within the bargaining unit may choose to take at least two consecutive accrued workweeks of annual leave per year.
2. It is also understood that employees may take annual leave, with prior Management approval, at their individual discretion as long as the execution of this right does not cause an undue burden for the Employer's operation.
3. When leave is requested, it shall be a joint effort between the Employee and supervisor to ensure appropriate coverage of caseloads.
4. When an employee submits a written request for one or more weeks of annual leave to their supervisor at least thirty days in advance, that employee may advance a copy of that request to their regional administrator they do not receive a response from their supervisor within 20 calendar days. The regional administrator will respond to such advanced requests within 10 calendar days. Upon written request an employee will be provided with written rationale for denied leave requests.

Section 4. LEAVE WITHOUT PAY. Leave without pay must be requested by the employee in advance, and management shall then determine if the employee can be excused for the time requested. The approval or disapproval from management shall be

based on the needs of the agency, the reason for the request, the employee's leave status and the employee's work record.

Section 5. MILITARY LEAVE. Military leave shall be granted per § 10-1-604, MCA.

Section 6. WORKERS COMPENSATION LEAVE. Leave and benefits for worker's compensation will be administered according to statute and agency policy.

ARTICLE 11. GRIEVANCES AND ARBITRATION

Section 1. Having a desire to create and maintain harmonious labor relations between them, the parties agree that they will promptly attempt to address all complaints, disputes, controversies, or other grievances arising between them involving questions of interpretation or application of the written provisions of this Agreement. All potential grievances must be discussed with the immediate supervisor prior to the filing of a formal grievance and no formal grievance may be filed until the immediate supervisor has been given an opportunity to attempt resolution.

Section 2. Grievance Procedure.

Step 1 – Immediate Supervisor

A grievance involving the interpretation or application of the written provision(s) of this Agreement shall be submitted by the employee or union representative to the employee's immediate supervisor or management designee within 21 calendar days from the occurrence of the grievable event. The immediate supervisor or management designee shall have 21 calendar days from receipt of the grievance to respond in writing.

Step 2 – Management Official or Human Resources

If the grievance is not resolved at Step 1, the grievance may be submitted by the Union in writing within 21 calendar days from the immediate supervisor's or management designee's response to Step 1. The grievance should be submitted to the CFSD Division Administrator, management designee, or human resources. The CFSD Division Administrator or management designee at the second step shall have 21 calendar days from receipt of the grievance to respond in writing.

Step 3 – Director

If the grievance is not resolved at Step 2, the Union may submit the grievance to the agency head or designee within 21 calendar days of the Step 2 response. The agency head or designee shall have 21 calendar days from receipt of the grievance to respond in writing.

Step 4

Should the Union consider the decision of the agency head unsatisfactory, the Union shall, within 21 calendar days of such decision, notify the agency head and the State Office of Labor Relations of its intention to take the grievance to arbitration.

Step 5

After notification of arbitration, the State Office of Labor Relations (OLR) will work with the Union and management to determine if there is a mutually acceptable resolution that can be found or if the matter should go to mediation. If OLR determines the parties cannot resolve informally or through mediation, the decision should proceed to final and binding arbitration. If there is a cost associated, the parties will share it equally. The timeline for the grievance processing will be put on hold until the mediation is final or the decision is made to move to arbitration.

Section 3. Rules of Grievance Processing.

Subsection 1. Waiving time limits. Time limits at any stage of the grievance procedure may be extended by written mutual agreement of the parties at that step.

Subsection 2. Timeliness. A grievance not filed or advanced by the grievant within the time limits provided shall be deemed permanently withdrawn. Failure on the part of the Employer's representative to answer within the time limit set forth in any step will entitle the employee to the next step.

Subsection 3. Elements of the grievance. All presentations of grievances shall be submitted to the Employer in writing at each step and must include:

1. Name of employee(s)/Union grieving.
2. Date of the violation.
3. The step of the grievance.
4. A complete statement of the grievance and facts upon which it is based.
5. The specific Article(s) and Section(s) of the Agreement violated.
6. The specific remedy or correction requested.
7. The signature of each grievant or representative.

Subsection 4. Alternative procedures.

1. As recognized in § 49-2-512, Title 49 of Montana Code Annotated establishes the exclusive remedy for acts constituting an alleged violation of the Montana Human Rights Act. In the event of a grievance based upon an alleged violation of this Act, the statutory procedures of filing a claim with the Human

Rights Bureau shall be the exclusive remedy. The Federation reserves the right to file grievances based on violations of the union contract

2. As recognized in § 2-18-1011, Title 2 of Montana Code Annotated establishes the exclusive remedy for an alleged violation of classification or compensation. In the event of a grievance based upon an alleged violation of this provision, the statutory procedures of filing a claim with the Board of Personnel Appeals shall be the exclusive remedy.

Section 4. Rules of Arbitration.

Subsection 1. Selection of Arbitrator. The parties shall request a list of seven arbitrators from the Board of Personnel Appeals and shall alternatively strike names from the list. The last remaining name shall serve as the arbitrator.

Subsection 2. Arbitrator's limitations. No grievance which fails to meet the requirements of Section 3, Subsection 3 of this Article shall be determined to be arbitrable. The arbitrator may not add to, subtract from, or modify the terms of this Agreement.

Subsection 3. The parties agree either party may file pre-arbitration dispositive motions or request a bench decision from the arbitrator.

Subsection 4. Each party shall share equally the cost of the arbitrator. In the event one of the parties wants transcripts from the proceedings of the arbitration, the party requesting the transcripts shall pay the entire cost. If each party requests a transcript, they shall equally share the cost.

Subsection 5. The arbitration location shall be in Helena, Montana unless otherwise mutually agreed by the parties.

ARTICLE 12. JOB SECURITY

Section 1. A probationary period shall be used for the most effective adjustment of a new employee and for the elimination of any employee whose performance does not, in the judgment of the employee's supervisor, meet the required standard of performance.

Subsection 1. A probationary period for new hires and rehires shall be 12 months from the date of hire. If the Employer determines at any time during the probationary period that the services of the probationary employee are unsatisfactory, the employee may be separated upon written notice from the Employer. The probationary period for an individual employee may be extended at the Employer's discretion in accordance with the State of Montana Probation Requirements Policy

Section 2. The Employer may discharge any employee with permanent status only for just cause. The Employer shall furnish an employee subject to discharge or suspension

with a written statement of the grounds and specific reason(s) for such actions and shall in addition notify the Federation of the removal of an employee for cause. An employee with permanent status may appeal their dismissal, suspension, or other punitive disciplinary action through the grievance procedure. This in no way limits Management's prerogative to lay off employees in accordance with Article 13.

ARTICLE 13. SENIORITY

Section 1. Seniority means the length of continuous service with the agency or its predecessor agency since the last date of hire.

Section 2. Seniority shall cease to accrue during a period of layoff, during leave without pay that exceeds 60 working days, or after a permanent transfer out of the bargaining unit. For layoff situations, previously credited services will not be lost, and an employee who is recalled back into the bargaining unit will retain all prior seniority. Seniority shall be revoked upon termination, retirement, or discharge for cause.

Subsection 1. With the consolidation of bargaining units effective July 1, 2025, members of the 061-bargaining unit, who are transferring to 052, will have their time spent in 061 counted as if it were in 052 for calculating seniority.

Section 3. Seniority, qualification, and capabilities shall be the controlling factors in selection of employees for layoff within each class of positions in an office.

Section 4. Recall from layoff shall be in reverse order of layoff, the Employer shall notify a laid off employee to return to work by sending a certified, return receipt letter to the last known address for the employee with a copy to the Federation and shall therein notify the employee that failure of the employee to notify the Employer of their intent to return to work within 10 calendar days of the mailing of said letter shall constitute a forfeiture of their right to return to work. Recall rights shall be limited to a period of two years following the date of layoff.

Section 5. No permanent employee shall be laid off while temporary or probationary employees in the same skill are retained.

ARTICLE 14. VACANCIES AND PROMOTIONS

Section 1. The following procedures will be followed in the posting and filling of vacant or newly created permanent positions. The purpose of this system is to inform employees of vacancies and newly created positions and to afford employees who are interested and who feel they qualify, an equal opportunity to apply for the vacant or newly created position. It is understood that newly hired employees and employees on a leave of absence for any reason may not have the same period of notice as other employees concerning position vacancies.

Subsection 1. When a vacant or newly created permanent position is to be filled, the Employer will email the posting to all CFS employees.

Subsection 2. The Employer will ensure that all such applications are considered in the selection process. Members in the bargaining unit who are unsuccessful applicants shall be notified upon completion of the selection process.

Subsection 3. All positions in the bargaining unit, and those positions that immediately follow in a logical ladder shall be posted per the provisions of the Article for at least seven calendar days. However, Article 13 will not apply to positions not included in the unit.

Subsection 4. If, within six months after filling one bargaining unit position, the same or a similar position becomes vacant within the same geographical location, the Employer may select an applicant from the list considered in the previous applicant pool without reposting the position.

ARTICLE 15. RATINGS AND WARNINGS

Section 1. An employee may request and receive a copy of their current job description at any time.

Section 2. The statewide performance evaluation system or another system approved by the agency's Office of Human Resources shall be used by the Employer in the evaluation of employees covered by this Agreement.

Section 3. When performance appraisals are prepared by the employee's immediate supervisor and the next higher supervisor, the results of the combined evaluation shall be transmitted to the employee in the form of a copy of their performance appraisal. The immediate supervisor shall discuss the evaluation with the employee and note by signature retained in the personnel file that the evaluation has been discussed with the employee. If the employee desires to submit a brief written statement in explanation or mitigation of any remark on the performance appraisal form, the statement shall be attached to the performance appraisal form in the personnel file. Performance appraisals are not grievable under the terms of this Agreement.

Section 4. No information reflecting critically upon an employee shall be placed in the personnel file of the employee that does not bear either the signature or initials of the employee indicating that they have been shown the material, or a statement by a supervisor that the employee has been shown the material and refused to sign it. A copy of any such material shall be furnished to the employee upon request.

Section 5. An employee desiring that material, which they feel is incorrect and should be removed from the personnel file of the employee, shall have the right to appeal it through the grievance procedure.

Section 6. Letters of caution, warning, and reprimand shall be considered temporary contents of the personnel file of an employee and shall be destroyed, by written request from the employee to their supervisor, 18 months after they have been placed in the file unless such items can be used in support of possible disciplinary action arising from more recent employee action or behavior patterns or is applicable to pending legal or quasi-legal proceedings. In addition, materials which are related to client abuse, mistreatment, discrimination, harassment, or exploitation, that have resulted in a formal disciplinary action shall become permanent contents of the employee's personnel file for two years unless such items can be used in support of possible disciplinary action arising from more recent employee action or behavior patterns or is applicable to pending legal or quasi-legal proceedings. Employees may submit written requests for justification for the retention of items not removed. The Employer will respond in writing to those requests with justification.

Section 7. Material placed in the personnel files of an employee without conformity with the provisions of this Section will not be used by the Employer on any subsequent evaluation or disciplinary proceeding involving the employee.

ARTICLE 16. PUBLIC EMPLOYEES RETIREMENT SYSTEM

Section 1. The existing programs shall continue in full force and effect in accordance with §§ 19-3-101 through 19-3-1404, MCA.

ARTICLE 17. NOTIFICATIONS

Section 1. The Employer shall give permanent employees subject to layoffs a minimum of 21 calendar days advance notice and shall deliver a copy of such to the Federation, which shall be allowed an opportunity to comment.

Section 2. The Employer shall ensure reasonable access to the Federation and each employee an up-to-date policy manual of its rules, regulations and policies on employment-related matters. The Federation shall be notified of any proposed changes or additions to personnel rules, regulations, and policies issued by the Department of Public Health and Human Services sufficiently in advance to allow discussion and comment.

Section 3. The Employer shall provide, on a timely basis, information on the rules, policies or laws, and if necessary, will provide necessary training on matters which directly affect the employees.

ARTICLE 18. OTHER

Section 1. The Federation shall have access to the State Employee Group Benefit Advisory Council at the quarterly meeting and shall, through that statutorily established channel, have formal input relative to health insurance.

Section 2. The Employer shall use actual odometer mileage within reason in computing travel reimbursements so long as actual odometer mileage reflects travel for State business and except where prohibited by state regulation or authorized federal authority.

Section 3. Federation/Management Committees. Local Federation/Management Committees may be established to attempt to resolve day-to-day problems as the need arises at a time mutually agreed upon. The statewide Labor Management Committee shall meet no later than three months after ratification of this Agreement.

Subsection 1. A statewide Labor-Management Committee has been established to attempt to resolve problems of significant impact affecting general interest (across county lines) as the need arises at a time and place mutually agreed upon.

Subsection 2. Employees shall be granted a reasonable amount of paid time to attend these meetings. The Employer will pay per diem for up to nine MFPE committee participants up to four times each year. Committee members are encouraged to carpool. The Employer will not pay travel for MFPE Committee participants.

Section 4. Management support of employees. If an employee is charged by a client with improper behavior or a violation of rule or policy, the subject employee shall be notified by management of the charge. If the employee claims innocence, the employee shall be deemed innocent unless evidence is presented which is in opposition to the employee's account. In such an event, the employee shall be entitled to process the matter through the grievance procedure.

Subsection 1. In the event a member of the bargaining unit is assaulted or abused by a client, the employee shall serve as the complainant in the filing of charges against the client. The Employer shall encourage the employee in the filing of said charges. Furthermore, the Employer shall assist the employee in monitoring the complaint to further ensure that justice prevails.

Section 5. The Employer will provide just compensation for destruction of approved clothing or personal property when loss or damage is caused as a result of employment. The incident must be reported to the employee's immediate supervisor the day the damage occurred, and claims made to Management within 24 hours. The provision is contingent upon budget constraints.

Section 6. The Employer affirms a commitment to cooperate in the maintenance of a safe and healthy working environment.

Section 7. To the extent available, cell phones will be allocated by management, prioritized by need.

**ARTICLE 19.
SEVERABILITY**

Section 1. If any provision of this Agreement shall be declared invalid at any time or unenforceable by any court of competent jurisdiction or through government regulations or by decree, such decision shall not invalidate the entire Agreement, it being the expressed intention of the parties hereto that all other provisions not declared invalid or unenforceable, shall remain in full force and effect.

**ARTICLE 20.
ENTIRE AGREEMENT**

Section 1. The parties acknowledge that during negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement.

Therefore, the Employer and the Federation for the duration of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter specifically referred to or covered by this Agreement. This Article shall not be construed to in any way restrict parties from commencing negotiations under Article 1, or under applicable law on any succeeding agreement to take effect upon termination of this Agreement.

Section 2. The parties recognize the right, obligation and duty of the Department of Administration and its duly designated officials to promulgate rules, regulations, directives, and orders from time-to-time as deemed necessary in so far as such rules, regulations, directives, and orders that effect the members of the bargaining unit covered by this Agreement are not inconsistent with the terms of this Agreement and are not inconsistent with the laws of the State of Montana and federal laws.

**ARTICLE 21.
PAYROLL DEDUCTIONS**

Section 1. In addition to the monthly dues deductions authorized in Article 3 of this Agreement, bargaining unit members shall be allowed to authorize Management to deduct from their pay checks such amounts that they desire in order to participate in programs that have the prior approval of Management, the Federation and the Auditor's Office.

**ARTICLE 22.
TERM OF AGREEMENT**

Section 1. This Agreement shall be effective as of the first day of July 2025 and shall remain in full force and effect through the 30th day of June 2027. If one of the parties desires to modify this Agreement, it shall give the other written notice of its intent to do so. In such case, the parties agree to give written notice not sooner than 120 and no less than 90 days prior to the expiration date. It is also agreed that the Employer and the Federation will meet to reopen negotiations in sufficient time to permit adequate negotiations on economic matters. The Federation shall have the right to engage in concerted activity after December 31, 2026, for matters pertaining to wages and economic benefits in the 2027-2029 biennium.

**ARTICLE 23.
NO STRIKE/NO LOCKOUT**

Section 1. During the term of this Agreement, neither the Federation nor its agents or representatives will cause, sanction, or take part in any strike or any other interference with the operation of the Employer's business, except as provided in Article 22.


Section 2. During the term of this Agreement, there shall be no lockouts by the Employer.

THIS AGREEMENT is signed and dated this 7/22/2025.


THE STATE OF MONTANA:


Signed by:

61408679875F473
Charles T. Brereton, Director
DPHHS

Signed by:

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

THE FEDERATION:

Signed by:

8011FBCEDE434D8
Amanda Curtis, President
MFPE

DocuSigned by:

8730D48FA325404
Scott Galle, Local President
DPHHS

PAY SCHEDULE A

WORKING TITLE	JOB CODE	Base After 2025 Statutory Increase	Base After 2026 Statutory Increase
Accounting Technician 2	Q33022	\$24.39	\$ 25.39
Administrative Assistant 2	Q61022	\$22.05	\$ 23.05
Administrative Specialist 1	B1JO51	\$28.09	\$ 29.09
Budget Analyst 1	B23011	\$30.05	\$ 31.05
Budget Analyst 2	B23012	\$35.95	\$ 36.95
Business Analyst 2	B1J102	\$33.30	\$ 34.30
Business Analyst 3	B1J103	\$36.55	\$ 37.55
CAC Coordinator -	B1J092	\$31.17	\$ 32.17
Central Intake Specialist	F12011	\$28.30	\$ 29.30
Child Protection Specialist	F12012	\$30.55	\$ 31.55
Compliance Specialist 2	B14012	\$28.55	\$ 29.55
Compliance Specialist 3	B14013	\$31.05	\$ 32.05
Family Engagement Mtg Coord	F12012	\$29.05	\$ 30.05
Grants Contracts Coordinator 2	B1J042	\$31.55	\$ 32.55
Permanency Planning Specialist	F12012	\$29.05	\$ 30.05
Program Officer 1	B1J091	\$26.78	\$ 27.78
Program Officer 2	B1J092	\$29.55	\$ 30.55
Program Specialist 2	B1J012	\$33.09	\$ 34.09
Resource Family Specialist	F12012	\$29.05	\$ 30.05
Safety Resource Specialist	F12012	\$30.55	\$ 31.55
Social Service Technician	F12112	\$22.05	\$ 23.05

The Employer may bring employees into positions at above the entry rate above based on qualifications. Employees will be paid within the ranges above for the duration of this contract.

**ADDENDUM A.
BROADBAND PAY PLAN PROVISIONS**

This Agreement represents the parties’ full and complete agreement for all provisions of the Broadband Pay Plan under the term of this contract.

Section 1. Across the Board Pay Adjustments. Effective on the first day of the first complete pay period that includes July 1, 2025, the base salary of each employee must be increased by \$1.00 an hour or by 2.5%, whichever is greater. Effective on the first day of the first complete pay period that includes July 1, 2026, the base salary of each employee must be increased by \$1.00 an hour or by 2.5%, whichever is greater.

Further, in accordance with § 2-18-303(4)(a)(i), these adjustments will not be provided to employees until the State receives written notice that the employee’s collective bargaining unit has ratified the agreement. If that notice is received after the effective date of the pay adjustment, the adjustment will be paid retroactively.

Section 2. State of Montana Benefit Plan Contribution. The monthly Employer contribution for group benefits will increase to \$1080 for the 2026 plan year and \$1107 for the 2027 plan year.

The monthly State of Montana employee contributions will increase for 2026 and 2027 plan years. The tables below break out the monthly increase both before and after the wellness incentive which increased to \$60 per month for the 2026 and 2027 plan years.

The cost of employee-only coverage will be covered by the Employer contribution, after the wellness incentive is applied.

Employee Monthly Contributions Before Wellness Incentive		
Contribution Type	2026 Plan Year Contribution	2027 Plan Year Contribution
Employee Only	\$60	\$60
Employee and Spouse	\$318	\$326
Employee and Children	\$134	\$138
Employee and Family	\$397	\$407

Employee Monthly Contributions After Wellness Incentive		
Contribution Type	2026 Plan Year Contributions	2027 Plan Year Contributions
Employee Only	\$0	\$0
Employee and Spouse	\$198	\$206
Employee and Children	\$74	\$78
Employee and Family	\$277	\$287

The monthly Tobacco Surcharge will increase to \$60 for the 2026 and 2027 plan year.

The State has the discretion to manage all aspects of the State Health Plan, to include, but not be limited to, deductibles, coinsurance levels, and maximum out-of-pocket levels. Member contributions will only increase beyond the rates established above if the Risk-Based Capital (RBC) level is at or below 300%.

Section 3. Longevity. All of the calculations are base rates and not inclusive of longevity.

Section 4. Hiring rates. Employees new to state government will typically be hired at the entry for the occupation. In determining a new employee's hiring rate above entry, the Supervisor, or designee, shall consider criteria such as: the employee's job-related qualifications and competencies; existing salary relationships within the job class, band and work unit; department affordability; and the competitive labor market.

Section 5. Training Assignments. The supervisor or designee may establish written training assignments in accordance with the State of Montana Broadband Pay Policy. At the completion of the training assignment, the employee's pay will be set no less than the minimum of the occupational pay band.

Section 6. Pay Adjustments. The Department may consider pay adjustments in accordance with the State of Montana Broadband Pay Policy on a case-by-case basis.