

MEMORANDUM OF UNDERSTANDING
by and between
MONTANA NURSES ASSOCIATION
and the
STATE OF MONTANA
DEPARTMENT OF PUBLIC HEALTH AND HUMAN SERVICES

This Memorandum of Understanding (MOU) between the Montana Nurses Association (MNA) Local #7, Local #4436, under Collective Bargaining Agreement 013, hereinafter referred to as "Union," and the State of Montana, Department of Public Health and Human Services (DPHHS), hereinafter referred to as "Employer."

This MOU supplements and amends Collective Bargaining Agreement 013 solely as applied to employees assigned to the Grasslands Facility ("Grasslands employee"). Except as expressly provided in this MOU, all terms and conditions of CBA 013 remain in full force and effect and apply to Grasslands employees.

1. Article 8, Section 4. Grasslands employees will not receive a meal (as there is no food service provided at Grasslands). All other provisions of this section regarding the meal period remain unchanged.

This MOU amends the Collective Bargaining Agreement 013 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 7/22/2026.

THE STATE OF MONTANA:

Signed by:



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Dr. Daniel Bemporad, CEO
Montana State Hospital

Signed by:



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Sarah Green, Interim Chief Negotiator
State Office of Labor Relations

THE UNION:

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Emily J. Peterson, Labor Representative
Montana Nurses Association

DocuSigned by:



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Adrienne Harrison, President
Montana Nurses Association Local 7