

MEMORANDUM OF UNDERSTANDING
by and between
State of Montana Department of Labor and Industry
and
Montana Federation of Public Employees, Local 7781

This Memorandum of Understanding (MOU) is entered into between the State of Montana Department of Labor and Industry (Employer), and the Montana Federation of Public Employees, Local 7781 (Union), collectively “the Parties”.

Effective January 10, 2026, and consistent with the Parties’ mediation on April 2, 2026, the Employer agrees that as part of a department reorganization, the positions consolidated into the Office of Legal Services, Licensing Compliance and Investigations work units, will remain covered by Local 7781 Collective Bargaining Agreement 038 (“CBA”).

These positions were formerly located in the Employment Standards Division and the Unemployment Services Division and have since been moved into the Office of Legal Services in the Licensing Compliance and Investigations work units.

Covered Positions

This MOU applies to the following classifications in the Licensing Compliance and Investigations work units:

- Compliance Specialists;
- Compliance Investigators.

Status Within the Office of Legal Services and the CBA

The Parties acknowledge that the Office of Legal Services is expressly excluded from coverage under the Parties’ CBA (Article 1, Section 5, Number 3).

Notwithstanding that exclusion, the Parties agree that the classifications identified will remain covered by the Parties’ CBA after their transfer into the Office of Legal Services, Licensing Compliance and Investigations work units.

All other classifications, positions, and work units in the Office of Legal Services are not affected by this MOU and will continue to be excluded from the Parties’ CBA.

Effect on Supplemental Agreement 038

This MOU modifies Supplemental Agreement 038 only to the extent expressly provided herein. In all other respects, Supplemental Agreement 038 remains unchanged and in full force and effect.

Dated this 5/14/2026.

THE STATE OF MONTANA:

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Sarah Swanson

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Sarah Swanson, Commissioner
Department of Labor and Industry

Signed by:

Karol Anne Davis

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Karol Anne Davis, Chief Negotiator
Department of Administration

MONTANA FEDERATION OF PUBLIC EMPLOYEES:

Signed by:

Leighton Wiegler

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Leighton Wiegler, President
MFPE Local 7781

Signed by:

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