

**Memorandum of Understanding  
between the  
Montana Department of Public Health and Human Services,  
and  
Montana Federation of Public Employees**

In recognition of the Montana Federation of Public Employees (MFPE) and consistent with the recognition and coverage provisions of the parties' 2025-2027 collective bargaining agreement (023), between the Montana State Hospital (MSH) and MFPE Care and Service Employees Local #5070 the parties agree as the sole and exclusive representative for positions classified as F12031 "Clinical Therapist 1" located at MSH, and whereas management and the union resolve to equalize pay schedules for union positions in the same class code where possible and where existing employer budget allows. The base pay rate shall be increased by \$4.00 per hour for all positions classified as F12031 "Clinical Therapist 1" located at the Montana State Hospital, effective April 18, 2026.

**THIS AGREEMENT** is signed and dated this 6/17/2026.

**THE STATE OF MONTANA:**

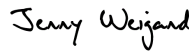
**THE FEDERATION:**

Signed by:



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Charlie Brereton, Director  
Montana DPHHS

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Jenny Weigand, Field Consultant  
Montana Federation of Public Employees

Signed by:



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Sarah Green, Interim Chief Negotiator  
State Office of Labor Relations

Signed by:



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Tiffany Bjornemo, President, Local #5070  
Montana Federation of Public Employees