



March 18, 2020

Mike Manion, Deputy Director  
Department of Administration  
State of Montana  
P.O. Box 200101  
Helena, MT 59620-0101

Re: Demand to Bargain

Dear Mike:

As the COVID-19 issue continues to expand and the State of Montana reacts to the health, safety and wellbeing of its employees and citizens, the Montana Federation of Public Employees acknowledges that there have been and will continue to be a myriad of decisions that will affect the working conditions of those whom we represent. Some working condition issues have already arisen and need to be addressed. We understand that it is impossible to foresee and anticipate all eventualities as we work through this unique crisis. With that in mind, the Federation is issuing this demand to bargain and request that you meet regularly with our representatives to resolve issues that affect the working conditions of those that do the work that matters for the State of Montana.

Sincerely,

A handwritten signature in black ink that reads "Eric". The signature is stylized and includes a long horizontal flourish extending to the right.

Eric Feaver, President  
MFPE