



EMERGENCY FIRE FIGHTER EMPLOYMENT CONDITIONS ACKNOWLEDGEMENT

By signing this form, you agree and acknowledge receipt of it, and understand and agree that employment with the Montana Department of Natural Resources and Conservation (DNRC) as an Emergency Fire Fighter (EFF) includes the following conditions:

1. You are being hired by DNRC as an EFF. An EFF is a short-term worker under the Montana Code Annotated, which are laws that apply to DNRC. Although you may fill out forms ahead of time to be ready to work, your date of initial hire as an EFF is the first date that you are dispatched or called into work by the DNRC.
2. As an EFF, you are not hired under a competitive process.
3. Your EFF period of potential employment will terminate eleven months from the date of initial hire.
4. The DNRC has a one-year probationary period for permanent employees. As an EFF, you cannot complete the probationary period to attain status as a permanent DNRC employee. Subsequent employment as an EFF does not count toward the probationary period or longevity (years of service with the State). Each hire as an EFF begins a new period of employment.
5. Subject to emergencies under 76-13-104, MCA, an EFF short-term worker is a person who:
 - (a) is hired by DNRC for an hourly wage established by DNRC;
 - (b) may not work for DNRC for more than 90 working days from the date of hire in a continuous 11-month period;
 - (c) is not eligible for permanent status;
 - (d) may not be hired into another position by DNRC without a competitive selection process; and
 - (e) is not eligible to earn leave or holiday benefits and is not eligible to earn group health benefits.
6. The term "working day" means a day, of any number of hours (not to exceed 24 hours), on which you are dispatched and assigned by DNRC to report to a worksite. Each working day, no matter its number of hours, counts toward the 90-day total.
7. You will only be asked to work hours on an as-needed basis by the DNRC. Because you will work only on an "as-needed" basis, DNRC does not guarantee that you will work any number of days and, it is possible that you may not be hired to work any days. DNRC retains the discretion to assign as many or as few hours as it chooses based on its business needs, and makes no promise that full-time hours will be available.
8. You will be paid only for the hours you work.
9. Employment as an EFF does not guarantee that you will be hired again, in any capacity or at any time, by DNRC.
10. DNRC may, in its sole discretion, issue you a cell phone and/or a credit card for use as an EFF. Any cell phone or credit card issued to you by DNRC will be used for DNRC work-related purposes. Within five (5) calendar days of the end of your employment, you will return to DNRC any cell phone or credit card issued to you by DNRC.

Your signature is your acknowledgment that you have read, understand, and agree to the above conditions of employment as an EFF short-term worker.

Employee's Signature

Date

Print Employee's Name