

**Memorandum of Agreement
Between**

State of Montana, Department of Administration

And

Capitol Complex Craft Union

Management has determined a need for employees to be licensed in pesticide application. According to MCA 80-8-203 (1), 'it is unlawful for a person to engage in the business of applying pesticides for another without a pesticide applicator's license obtained from the department of agriculture'. The license allows the applicator to apply pesticides for agency use only. Management will pay all costs associated with receiving the license including the annual applicator's fee and any additional fees as long as the individual is employed with the Department.

Management and the Union agree all groundskeepers currently certified (as of August 31, 2014) in pesticide application will be paid \$0.75/hr. above the groundskeeper's base rate of pay. Management will determine the number of licensed pesticide applicators to maintain operational standards.

Employees are responsible for maintaining a valid license for application of pesticides including all recertification requirements. If the employee fails to maintain their licensure, they are no longer entitled to receive the \$0.75/hr. increase to their base rate of pay.

Dated this 23 day of Nov, 2015.

FOR: STATE OF MONTANA

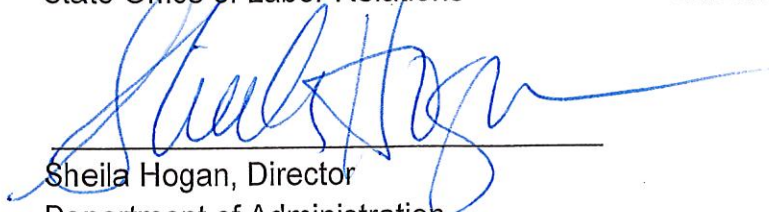
FOR: Capitol Complex Craft Council



Mike Manion, Deputy Director
State Office of Labor Relations



Kim Rickard, Business Manager
Laborers International Union Local 1686



Sheila Hogan, Director
Department of Administration