

**Memorandum of Understanding
Between
Montana Department of Transportation
&
The Public Employees Craft Council**

This memorandum of understanding is entered into between the Montana Department of Transportation herein referred to as the Department and The Public Employees Craft Council herein referred to as the Union.

The Department and the Union agree to modify to collective bargaining agreement between the Department of Transportation and the Public Employees Craft Council 2013-2015 in order to resolve two grievances with the Bozeman Division (No. 992 and No. 2090).

The following language has been mutually agreed upon:

Article 13 Section 3: Start Times

- A. Start times shall be established in each division with one-half hour lunch period. These start times shall not be altered without mutual agreement between the **employee and management**; except management may alter start times in the months of April and October without mutual agreement.
- B. Management has the right to establish morning, afternoon and night shifts when necessary. Employees will be given 24 hours' notice prior to a change of shift.
- C. The Employer will provide the union with the established start times for **April and October** established shifts.
- D. **Where special qualifications or experience are not considered essential, Seniority shall be factored in selection for any alternate schedule. Whereas; if there is no mutual agreement the least senior person will be assigned to the alternate schedule.**

This MOU will sunset on June 30, 2015.

Dated this 10 day of July 2014



Mike Manion, Deputy Director
State Office of Labor Relations



Bill Rowe, President
Public Employees Craft Council



Mike Tooley, Director
Montana Department of Transportation