

**Memorandum of Understanding
Between
Montana Department of Transportation
&
American Federation of State, County and Municipal Employees
Highway Maintenance**

The Department and the Union agree to the following provisions in the implementation of the Transportation Operations for the 2015-2017 contract term.

Transportation operations defined as work that falls under Manual on Uniform Traffic Control Devices or contract administration support. Examples include but are not limited to; flagging, road closures, material testing, quality or quantity measurement and verification.


1. In case of an emergency or shortage of employees; the Department may utilize any employee from any bargaining unit to perform transportation operation duties on a temporary assignment.
2. A temporary assignment will not exceed 14 working days.
3. Any employee assigned on a temporary assignment must possess the necessary qualifications.
4. Employees assigned temporary transportation operations duties will receive their regular pay rate and will remain in the Collective Bargaining Unit of their regular position.
5. Employees temporarily assigned to transportation operations will continue to report to their permanently assigned work location prior to the temporary worksite. Upon mutual agreement other arrangements may be made.
6. This agreement is not intended to be used for the purpose of overtime reduction.

DATED this 9th day of February, 2017

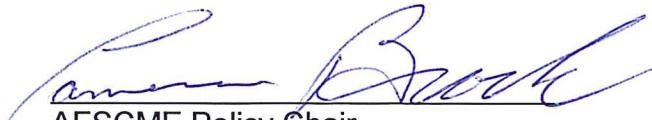
FOR: AMERICAN FEDERATION OF
STATE, COUNTY, AND MUNICIPAL
EMPLOYEES, COUNCIL NO. 9


Timm Twardoski, Executive Director

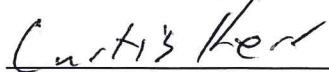
FOR: STATE OF MONTANA


State Office of Labor Relations

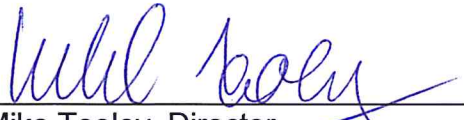
Council No. 9



AFSCME Policy Chair




Policy Committee Member



Mike Tooley, Director

Montana Department of Transportation



Policy Committee Member



Policy Committee Member