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AUG 26 2016

BY: _____

**Memorandum of Understanding
between
Montana Department of Administration
and
Capitol Complex Craft Union**

This memorandum of understanding (MOU) is entered into by the Montana Department of Administration; herein referred to as the "Department", and the Capitol Complex Craft Union, herein referred to as the "Union".

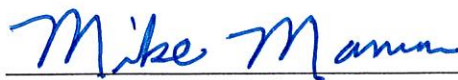
Management has determined a need for a Groundskeeper Lead Person. Management and the Union agree that the Lead Person position will be paid \$.75/hr. above the groundskeeper's base rate of pay.

The Lead Person position will be posted.

This MOU will be in effect through June 30, 2017.

Dated this 16 day of Sept, 2016

FOR: STATE OF MONTANA



Mike Manion, Chief
State Office of Labor Relations

FOR: Capitol Complex Craft Council



Kim Rickard, Business Manager
Laborers International Union Local 1686