

INTERNATIONAL BROTHERHOOD OF TEAMSTERS LOCAL 2
DEPARTMENT OF MILITARY AFFAIRS
MONTANA ARMY NATIONAL GUARD
FACILITIES MAINTENANCE ORGANIZATION
COLLECTIVE BARGAINING AGREEMENT

This MOU is to replace the current Addendum A in the 2015-2017 Labor Agreement. It has been found that the current Addendum A does not reflect the Blue Collar Wages negotiated in 2015. Below is the replacement for Addendum A wages.

ADDENDUM A- WAGES

Blue Collar Pay Plan

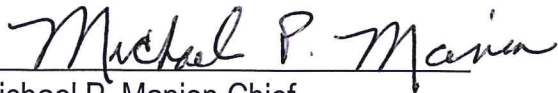
All employees covered by this collective bargaining agreement under the Blue Collar Pay Plan shall receive a \$.50/per hour increase effective in the pay period that includes January 15, 2016 and a \$.50/per hour increase effective in the pay period that includes January 15, 2017.

Job Title	Blue Collar Grade	January 15, 2016	January 15, 2017
Maintenance Worker/Locksmith	5	\$18.847	\$19.347
Maintenance Worker/Equipment Tech	8	\$20.234	\$20.734
Maintenance Worker/Irrigation	9	\$20.696	\$21.196
Maintenance Worker/Painter	7	\$19.771	\$20.271
Maintenance Worker/Plumber	10	\$21.158	\$21.658
Maintenance Worker/Groundskeeper	4	\$18.385	\$18.885
Carpenter/Overhead Door Tech	10	\$21.158	\$21.658
HVAC Maintenance Worker II	10	\$21.158	\$21.658
HVAC Maintenance Worker III	11	\$21.62	\$22.120
Electrician I	4	\$18.385	\$18.885
Electrician II	8	\$20.234	\$20.734
Electrician III	11	\$21.62	\$22.120

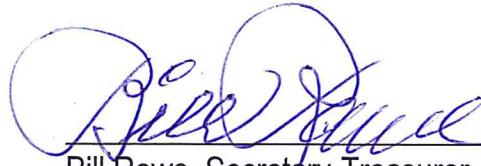
This agreement is signed this 15th day of February 2016. 7

FOR: STATE OF MONTANA

FOR: TEAMSTERS LOCAL NO. 2



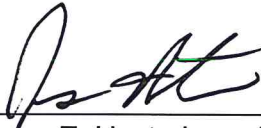
Michael P. Manion Chief,
State Office of Labor Relations



Bill Rowe, Secretary-Treasurer
Teamsters Local #2



Matthew T. Quinn,
Major General
Department of Military Affairs



James E. Hesterberg, Lt. Colonel USA
Montana Army National Guard Construction
and Facilities Management Officer