

**Memorandum of Understanding  
Between  
Montana Department of Transportation  
And  
International Association of Machinists,**

This memorandum of understanding (MOU) is entered into by the Montana Department of Transportation; herein referred to as the "Department", and the International Association of Machinists, District Lodge W24, Local #88, herein referred to as the "Union".

It has been mutually agreed to that:

Effective August 4, 2018, the position of Working Shop Foreman will no longer be part of the Blue Collar Pay Plan. Working Shop Foremen shall be classified under Pay Plan 20 as a Band 4 with an occupational code of a heavy equipment mechanic. In accordance with Department pay plan rules, the rate of pay for a Working Shop Foreman shall be \$24.85 per hour.

The following represents the agreement of the parties as to the eligibility of Working Shop Foremen in the absence of the Shop Superintendent:

1. Working Shop Foremen are not eligible for differential unless the Shop Superintendent is absent, or the position is vacant for one month or more.
2. If the Shop Superintendent is absent, or the position is vacant one month or more, the Working Shop Foreman will be temporarily promoted to Shop Superintendent retroactive to the beginning of the absence or vacancy.
3. Absences or vacancies of less than one month cannot be accumulated to invoke the provisions of this agreement.
4. (a) If the Working Shop Foreman is promoted immediately, the assignment of Working Shop Foreman differential to a mechanic will be determined by the Area Maintenance Chief according to normal practices in that Maintenance Area.  
  
(b) If the Working Shop Foreman is promoted retroactively, there will be no Working Shop Foreman differential paid to a Mechanic for the retroactive period. The retroactive period is defined as that one-month period from the beginning of the absence or vacancy until the Working Shop Foreman is temporarily promoted to Shop Foreman. The Union agrees it will not pursue grievances based on any claim for differential during the retroactive period. The

assignment of Working Shop Foreman differential to a Mechanic after the retroactive period will be determined by the Area Maintenance Chief according to normal practices in that Maintenance Area.

(c) The payment of Working Shop Foreman differential to a Mechanic will only occur if there are two or more Mechanics remaining in the shop after the temporary promotion and differential assignments have been made.

5. Helena Shop Provisions

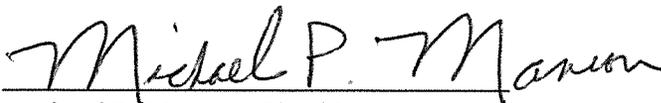
(a) The Shop Superintendent will determine which of the two Working Shop Foremen will be assigned to the Shop Superintendent position or may split the temporary promotion time between the two Working Shop Foremen under this policy. In the event the Shop Superintendent is unable to make the assignment, or the position is vacant, the assignment will be made by the Equipment Bureau.

(b) The payment of Working Shop Foremen Differential to a Mechanic is governed by Article 15, Section 5 B. of the 2017-2019 Craft Council Agreement.

DATED this 25<sup>th</sup> day of October, 2018

FOR: STATE OF MONTANA

FOR: INTERNATIONAL ASSOCIATION  
OF MACHINISTS



Michael P. Manion, Chief Negotiator  
State Office of Labor Relations



Troy Buhl  
District Lodge W24, Local #88



Mike Tooley, Director  
Department of Transportation