

**MEMORANDUM OF AGREEMENT
BETWEEN
MONTANA DEPARTMENT OF TRANSPORTATION
AND
MONTANA PUBLIC EMPLOYEES ASSOCIATION**

CONTRACT TERM: July 1, 2009 to June 30, 2011

WAGES AND ONE TIME LUMP SUM PAYMENT

1. State share toward the health insurance premium:

Increase the state's share towards the health insurance premium by \$53 per month in January 2010 (from \$626 to \$679) and by \$54 per month in January 2011 (from \$679 to \$733).

2. One time lump sum payment:

All full time employees whose base pay is \$45,000 or less annually will receive a lump sum payment of \$450.00 the first full pay period following ratification of the 2009-2011 labor agreement. All part time employees who are regularly scheduled to work 20 hours or more per week and whose base pay is less than \$21.63 per hour will receive a lump sum payment of \$225.00 the first full pay period following July 1, 2009.

3. Reduction in force or layoff:

If the Montana Department of Transportation intends to lay off more than 25 permanent full time employees in the bargaining unit, the parties agree to meet to discuss how layoffs will be implemented and explore the incentives for retirement eligible employees.

4. Reopener:

The parties agree to reopen economic negotiations in the event the Governor calls a special session during the 2010-2011 biennium because of increased revenues.

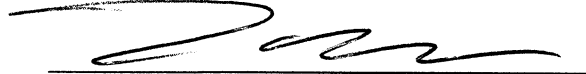
DATED this 4th day of November, 2009

FOR: STATE OF MONTANA


FOR: MONTANA PUBLIC
EMPLOYEES ASSOCIATION



Paula Stoll, Chief
State Office of Labor Relations



Quinton Nyman
Executive Director


Jim Lynch, Director
Department of Transportation
Bargaining Unit President