

MEMORANDUM OF UNDERSTANDING

TO CONTRACT EFFECTIVE

July 1, 2017 THROUGH June 30, 2019

by and between

**State of Montana
Department of Military Affairs
Construction and Facilities Management Office**

And

**International Brotherhood of Electrical Workers
Local #233**

This Memorandum of Understanding (MOU) is entered into this 20th day of February, 2018⁹ by and between the State of Montana, Department of Military Affairs, Construction and Facilities Management Office ("Employer"), and International Brotherhood of Electrical Workers, Local #233 ("Union").

The Employer and the Union entered into a refactoring process, as outlined in the Blue Collar Pay Plan, and agreed to the following changes in Grades:

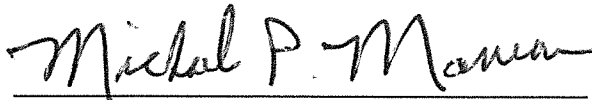
Job Title	Blue Collar Grade	Refactored Grade	Wage Rate
Maintenance Worker/Locksmith #67100009	5	10	\$22.093
Maintenance Worker/Equipment Tech #67100012	8	11	\$22.565
Maintenance Worker/irrigation #67101201	9	9	\$21.622
Maintenance Worker/Painter #67101208	7	10	\$22.093
Maintenance Worker/Plumber #67100010	10	14	\$23.978
Maintenance Worker/Groundskeeper #67100019	4	9	\$21.622
Carpenter/Overhead Door Tech #67101228	10	14	\$23.978
HVAC Maintenance Worker II #67101229	10	13	\$23.507
HVAC Maintenance Worker III #67101226	11	14	\$23.978
Electrician I #67101205	4	8	\$21.151
Electrician II #67101230	8	11	\$22.565
Electrician III #67100013	11	14	\$23.978

These wages will be effective during the pay period that includes February 15, 2019.

This MOU amends Labor Agreement No. 039, as described herein. In all other respects, Labor Agreement 039 remains unchanged.

Dated this 26th day of February 2018.

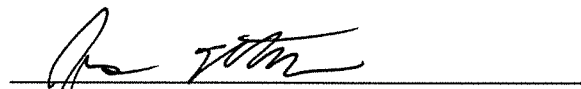
For: THE STATE OF MONTANA



Michael P. Manion, Chief
State Office of Labor Relations

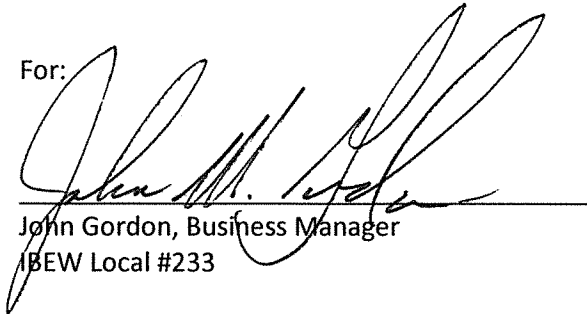


Matthew T. Quinn,
Major General
Director, Department of Military Affairs
The Adjutant General



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

For:



John Gordon, Business Manager
IBEW Local #233



Don Briggs, Assistant Business Manager
IBEW Local #233