

**MEMORANDUM OF UNDERSTANDING  
TO CONTRACT EFFECTIVE  
July 1, 2019 THROUGH June 30, 2021**

**by and between**

**State of Montana  
Department of Transportation**

**And**

**American Federation of State County and Municipal Employees, Council #9**

This Memorandum of Understanding (MOU) is entered into by and between the State of Montana, Department of Transportation ("Employer"), and the American Federation of State, County, and Municipal Employees, Council #9. ("Union").


This MOU amends Labor Agreement No. 001, as described herein. In all other respects, Labor Agreement 002 remains unchanged.

It has been mutually agreed to that:


1. MDT has a Policy and Procedure for a career ladder for Mechanic/Mechanists.
2. The procedure has levels I, II, III and IV.
3. Employees who meet the requirements of the job description are placed at level III.
4. The career ladder for mechanics and welders replaces the training assignment for Mechanics/Machinists in the current contract.
5. When posting Mechanic/Machinist positions, MDT will be allowed to post the position for level I, II and III.
6. When there are no minimally qualified applicants (Level III), MDT will be able to look at applicants for level II. If there are no applicants qualified for level II, MDT will look at Level I applicants.

DATED: This 3/29/2021


FOR THE EMPLOYER:

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Michael P. Manion, Chief  
State Office of Labor Relations

FOR THE UNION:

DocuSigned by:  
  
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Timm Twardowski, Executive Director  
AFSCME Council 9

DocuSigned by:  
  
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Malcolm Long, Director  
Department of Transportation

DocuSigned by:  
  
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Lawrence Brooke, Policy Chair  
AFSCME Council 9