

**Memorandum of Understanding
Between
Montana Department of Transportation
And
Montana Federation Public Employees**

This memorandum of understanding is entered by the Montana Department of Transportation; herein referred to as the Department, and the Montana Federation Public Employees, herein referred to as the Union.

The Department and the Union agree to adopt the Montana Department of Transportation (MDT) Drug and Alcohol Testing Policy and Procedure for Motor Carrier Services (MCS) Enforcement Bureau. Employees in MCS Enforcement Bureau positions will be subject to drug testing and/or alcohol testing and subject to the following tests: Pre-employment, Post-incident, Random, Reasonable suspicion, Return-to-duty, and Follow-up.

The Department and the Union agree to a sixty-day implementation plan, following the Director's signature on the policy and procedure.

Dated this 2/18/2020

FOR: STATE OF MONTANA

FOR: MONTANA FEDERATION OF PUBLIC
EMPLOYEES

DocuSigned by:

Michael Manion

8E2DE9861B4E4EF...
Michael P. Manion, Chief
State Office of Labor Relations

DocuSigned by:

Joseph Dompier

6B69BB6FBA4E41E...
Joe Dompier, Field Consultant
Montana Federation of Public Employees

DocuSigned by:

Mike Tooley

A08EE74E30F040F...
Mike Tooley, Director
Montana Department of Transportation