

**MEMORANDUM OF UNDERSTANDING**

**To contract effective  
July 1, 2019 THROUGH June 30, 2021**

**by and between**

**State of Montana  
Department of Administration  
And**

**Laborers International Union of North America, Local 1686**

This Memorandum of Understanding (MOU) is entered into this 8/6/2020 by and between the State of Montana, Department of Administration (“Employer”), and Laborers International Union of North America, Local 1686, (“Union”).

The parties agree that landscape technicians will be allowed to work four consecutive ten-hour days each week. Each day will include a 30-minute unpaid lunch break to be taken approximately mid-shift. Assignment of workweeks under this 4-10 schedule will be at management’s discretion. Overtime will be paid after 40 hours in a week.

During weeks with a holiday, employees will return to a 5-8 schedule. Overtime will continue to be paid after 40 hours during the holiday weeks.

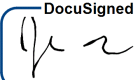
The Employer reserves the right to return to a 5-8 schedule if the 4-10 schedule is not meeting business needs.

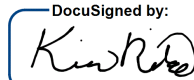
This MOU amends Labor Agreement No. 026, as described herein and will expire September 30, 2020. In all other respects, Labor Agreement 026 remains unchanged.


DATED this 8/6/2020


For: The State of Montana

For: Laborers International Union, Local 1686

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John Lewis, Director  
Department of Administration

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Kim Rickard, Business Manager  
Laborers International Union, Local 1686

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Stephen Baiamonte, Division Administrator  
Centralized Services Division

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Michael P. Manion, Chief  
State Office of Labor Relations