

**MEMORANDUM OF UNDERSTANDING
TO CONTRACT EFFECTIVE
July 1, 2021 THROUGH June 30, 2023**

**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 this 4/28/2022 by and between the State of Montana, Department of Transportation ("Employer"), and American Federation of State, County and Municipal Employees, Council 9 ("Union").

The Employer and the Union agree to the following provisions in the implementation of the Transportation Operations for the 2021-2023 contract term.

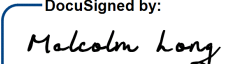
Transportation operations defined as work that falls under Manual on Uniform Traffic Control Devices or contract administration supports. Examples include but are not limited to: flagging, road closures, material testing, quality or quantity measurement and verification.

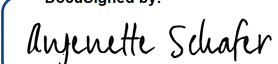
1. In case of an emergency or shortage of employees, the Employer may utilize any employee from any bargaining unit to perform transportation operation duties on a temporary assignment.
2. A temporary assignment will not exceed 14 working days.
3. Any employee assigned on a temporary assignment must possess the necessary qualifications.
4. Employees assigned temporary transportation operations duties will receive their regular pay rate and will remain in the CBA of their regular position.
5. Employees temporarily assigned to transportation operations will continue to report to their permanently assigned work location prior to the temporary worksite. Upon mutual agreement, other arrangements may be made.
6. This agreement is not intended to be used for the purpose of overtime reduction.

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

Dated this 4/28/2022.

For: THE STATE OF MONTANA

DocuSigned by:

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Malcolm Long, Director
Montana Department of Transportation

DocuSigned by:

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Anjenette Schafer, Chief
State Office of Labor relations

For:

DocuSigned by:

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Timm Twardoski, Executive Director
AFSCME Council 9