

**MEMORANDUM OF UNDERSTANDING**  
**to contract effective**  
**July 1, 2023 through June 30, 2025**  
**by and between**  
**State of Montana**  
**Department of Transportation**  
**and**  
**International Brotherhood of Teamsters, Local 2**

This Memorandum of Understanding (MOU) is entered into this 9/11/2024 by and between the State of Montana, Department of Transportation (“Employer”), and International Brotherhood of Teamsters, Local 2 (“Union”) for the purpose of addressing ongoing vacancies in the Bozeman Maintenance Division

The Employer and the Union agree to the following procedure for the 2024-2025 snow removal season:

- By October 1, 2024, the Employer will determine the number of volunteers required and deemed necessary for snow removal and necessary road maintenance.
- Volunteers who possess the appropriate Commercial Driver’s License (CDL) and experience will have the opportunity to sign up according to the employer’s prescribed method.
- Volunteer employees have the option to withdraw their candidacy at any time.
- Full-time permanent employees who volunteer will have their overtime worked under this MOU counted as overtime worked in their home field maintenance section.
- Volunteers selected will be paid a performance bonus of \$250 for each week worked as defined in the collective bargaining agreement, in the Bozeman Maintenance Division, with a maximum of \$2,500 to be paid for the season.

The Employer and the Union further agree to the following conditions:

- Volunteers must come from outside the Bozeman Maintenance Division.
- The Employer will have sole discretion in selecting volunteers.
- All bonuses will be paid in a lump sum at the end of the season, or upon termination of employment.

Additional Provisions:

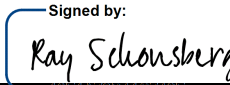
The Employer will provide the same performance bonus to those employees who worked during the 2023-2024 snow removal season, based on the same dollar amount of \$250 per week worked in the Bozeman Maintenance Division, with a maximum of \$2,500 for the winter season.


Dated this 9/11/2024.

For: THE STATE OF MONTANA

For: International Brotherhood of Teamsters, Local 2

Signed by:  
  
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Christopher Dorrington, Director  
Montana Department of Transportation

Signed by:  
  
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Ray Schonsberg, President  
International Brotherhood of Teamsters, Local 2

Signed by:  
  
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Karol Anne Davis, Chief  
State Office of Labor Relations