

MEMORANDUM OF UNDERSTANDING
to contract effective
July 1, 2025 through June 30, 2027
by and between
State of Montana, Department of Transportation
and
AFSCME Council 9

This Memorandum of Understanding (MOU) is entered into this 9/26/2025 by and between the State of Montana, Department of Transportation ("Employer"), and AFSCME Council 9 ("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 2025-2026 snow removal season:

- By October 1, 2025, 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.

Signed and dated this 9/26/2025.

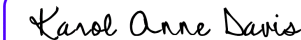
THE STATE OF MONTANA:

Signed by:



Christopher Dorrington, Director
Montana Department of Transportation

Signed by:



Karol Anne Davis, Chief Negotiator
State Office of Labor Relations

AFSCME COUNCIL 9:

DocuSigned by:



Timm Twardowski, Executive Director
AFSCME Council 9