

**SUPPLEMENTAL TO MFPE MASTER AGREEMENT
DEPARTMENT OF TRANSPORTATION NON-MAINTENANCE UNIT**

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SUPPLEMENTAL TO MASTER AGREEMENT
between the
STATE OF MONTANA
DEPARTMENT OF TRANSPORTATION NON-MAINTENANCE UNIT
and the
MONTANA FEDERATION OF PUBLIC EMPLOYEES
July 1, 2025 – June 30, 2027

ARTICLE 1.
IRREGULAR WORKDAY/WORKWEEK

Section 1. In work areas where a regular workweek, a designated workweek, or a regular workday is not feasible, employees may be assigned to an irregular workweek or irregular workday by mutual agreement.

Section 2. In the event mutual agreement is reached, the Employer will be liable only for overtime accrued under the Federal Fair Labor Standards Act.

Section 3. In case mutual agreement cannot be reached with any employee, the employee with the least seniority within a class will be assigned the duty.

ARTICLE 2.
ALTERNATE WORK SCHEDULES

Section 1. Alternate work schedules may be approved by the appropriate Division Administrator when dictated by the efficiency of operations. For purpose of this Section, an alternate work schedule is defined as a work schedule consisting of other than five consecutive eight-hour days.

Section 2. If an alternate schedule is mutually agreed upon, the Employer is liable only for overtime/compensatory after 40 hours per week. This includes employees working more than eight hours per day, who have mutually agreed to less than a 40-hour workweek and/or alternate schedule.

ARTICLE 3.
SCHEDULING

Section 1. Employees shall normally be given 10 working days advance notice of work schedule changes or field assignment changes, with the following exceptions. In these instances, the Department shall make every effort to provide as much advance notice as is possible:

1. Emergencies.
2. Employees in assignments that are normally on an irregular basis.

3. Employees in Construction shall be given as much advance notice of work schedule change as possible with the clear understanding that changes required to match contractors' schedules must be made on a timely basis.

ARTICLE 4. DIFFERENTIAL PAY

Section 1. If an employee is required to perform duties normally assigned to a higher level, occupation band or pay band for an entire shift, the employee shall be paid at the appropriate higher level, occupation band or pay band according to MDT's promotion policy for all such hours worked. For purposes of administering this provision, "entire shift" does not include anticipated overtime hours.

Section 2. In order to be eligible for differential pay, the following shall apply:

1. The employee must be selected and authorized by a management designee to fill the higher graded job and formal written records of such full-time and temporary reassignments must be kept.
2. The authorization must be for the employee to fill a vacancy or to assume the duties and responsibilities of a higher graded position.
3. The employee must assume the duties and responsibilities of the higher graded position.
4. The eligibility for the differential shall not be based on activities but rather on the assumption of the duties and responsibilities of the higher position.

Section 3. Shift Differential. Construction employees, employees in the lab, and road reporters, and other employees assigned to Road Reporting who work an assigned shift that begins between the hours of 1:00 pm and 1:00 am will receive a shift differential of \$1.00 per hour for all actual hours worked. Shift differential as outlined above will be paid at the rate of one and one-half times the contractual rate of \$1.00 per hour for all hours worked in overtime status.

ARTICLE 5. EDUCATIONAL LEAVE

Section 1. The Employer may grant leaves with pay for attendance at a college, university, business school, or vocational school for the purpose of training in subjects related to the work of the employee and which will benefit the employee and the Employer.

ARTICLE 6. JOB SECURITY

Section 1. A probationary period for new hires and rehires shall be 12 months from the date of hire. If the Employer determines at any time during the probationary period that the services of the probationary employee are unsatisfactory, the employee may be separated upon written notice from the Employer. The probationary period for an individual employee may be extended at the Employer's discretion in accordance with the State of Montana Probation Requirements Policy.

ARTICLE 7. SENIORITY AND LONGEVITY

Section 1. Seniority means the length of continuous service with the Department of Transportation or its predecessor agency since the employee's last date of hire. Length of service from the last date of hire in a temporary position shall be recognized as seniority after the employee has been assigned to a permanent position.

Section 2. Positions defined as "temporary" in the Department will not be covered by Sections 4 and 5 of Article 13, or Article 17, Section 1, as it pertains to Layoffs (Master Contract reference).

Section 3. For the purpose of Section 4 of Article 13 of the Master Agreement, the five construction districts presently defined by the Department of Transportation and Helena Headquarters are the geographical areas identified for purposes of layoff.

Section 4. In accordance with the Master Agreement, employees shall be recalled by classification within geographic location. If a vacancy is not filled by recall as defined above recall rights shall be extended according to the following:

1. First, to laid-off employees in a higher graded classification in the same class series within the same geographic location.
2. Second, to laid-off employees in the same classification in any geographic location.
3. Third, to laid-off employees in a higher graded classification in the same class series in any geographic location.

Subsection 1. Recall rights in all cases shall be for a period of two years from the date of layoff.

Section 5. In addition to recall, a laid-off employee will receive a preference for reemployment with the bargaining unit for a period of up to two years following the date of layoff. Any bargaining unit member in RIF status who applies for a position within the bargaining unit will have five percentage points added to their final score on a scored

selection procedure, provided they meet minimum qualifications and receive passing scores on each step of the selection process.

Section 6. In addition to recall, a laid-off employee shall receive a preference for reemployment with the Transportation Department Non-Maintenance bargaining unit for a period of up to two years following the date of layoff. A laid-off employee who is subsequently reemployed by the Transportation Department shall retain their seniority and employment benefits including, but not limited to, longevity.

Section 7. A laid-off employee who is rehired, pursuant to Section 4 above, in a position at a lower grade than the position held by the employee at the time of layoff, shall still be entitled to their recall rights as set forth in Article 13, Section 5, of the Master Agreement and the Transportation Department Supplemental contract, Article 7, Section 4.

Section 8. When filling temporary district construction positions, Management will first offer the temporary positions to qualified employees that are in "layoff" status within the same district. Laid-off employees appointed to a temporary position will be paid at the authorized grade of the temporary position they occupied at the time of layoff.

Subsection 1. Employees appointed to fill temporary positions will receive the state contribution for group insurance if they meet the eligibility criteria contained in § 2-18-701(8), MCA.

Section 9. The Employer shall provide a seniority list for all employees covered by the agreement to the Union annually in April. Any discrepancies in an employee's seniority identified after the list is provided shall be brought to the attention of the Employer and, if necessary, corrected.

ARTICLE 8. INTERNAL POSTINGS

Section 1. Whenever a vacant or newly created position occurs within the bargaining unit, the Employer will prepare a vacancy announcement. Vacancy announcements will be posted for a minimum of seven calendar days. Temporary employees, as defined in § 2-18-101(28), MCA, may submit applications during the internal posting period but will not be considered for the vacancy if any permanent bargaining unit members apply and successfully complete the selection process. If the position is not filled with a bargaining unit applicant, the non-bargaining unit applicants may be considered. However, bargaining unit applicants will have preference.

Section 2. When a position becomes available within MDT, that has the same job qualifications and pay, a lateral transfer may be considered.

Subsection 1. Before a transfer can be approved to the like position, all employees within that classification will be given notice the position is vacant and solicit interest.

If more than one employee is interested in the position, then a competitive selection process according to MDT policy must take place.

Section 3. When filling Civil Engineering Specialist Level I, II, and III positions, Management will interview all qualified bargaining and non-bargaining internal applicants in a concurrent process. Bargaining unit applicants will still receive union preference.

ARTICLE 9. HOLIDAYS WORKED

Section 1. Employees who are required to work on recognized holidays will be paid two and one-half times their regular rate of pay for all hours worked. Employees who request to work on a holiday will flex their hours during the week with management approval.

Section 2. Employees in travel status may trade a state recognized holiday if the holiday falls on a Tuesday, Wednesday, or Thursday for a Monday or Friday of the same week, with written pre-approval from the supervisor and it benefits the Department.

ARTICLE 10. REST BREAKS

Section 1. Where feasible, Transportation Department employees will be granted one rest break in the first four hours and one rest break in the second four hours of the scheduled workday. Duration of rest breaks will not exceed 15 minutes. Rest breaks will not be allowed to extend lunch periods or allow for early departure or late arrival. Rest breaks will be taken on the job location.

ARTICLE 11. ASSOCIATION/MANAGEMENT COMMITTEE

Section 1. It is agreed that no more than three bargaining unit members will be allowed to serve on paid time basis if they are normally scheduled to work, to confer with Management on day-to-day type problems.

Section 2. Meetings will be held when necessary on a mutually agreeable date, time, and place. Agendas for said meetings must be submitted by the requesting party no less than 10 working days prior to the meeting date.

Section 3. It is understood that this committee does not take the place of the grievance procedure. Any decisions reached by the committee in resolving day-to-day type problems shall not alter the terms of this Agreement and will be advisory only.

Section 4. No more than eight bargaining unit members will be allowed to serve as part of the association/management committee.

ARTICLE 12. COMPENSATORY TIME/OVERTIME DESIGNATION

Section 1. Employees in an overtime status will have the ability to choose between compensatory time or overtime on a daily basis. All time worked in excess of 40 hours in any one workweek, or on days other than the designated workweek, will be compensated at the rate of one and one-half times the regular rate or one and one-half times compensatory time. Selection for either option can be made each day on the employee's timecard.

ARTICLE 13. LEAVE WITHOUT PAY

Section 1. All accrued annual leave and compensatory time will be taken before a request for leave without pay will be considered. Exhaustion of annual leave is not a prerequisite for consideration of leave without pay requests for bona-fide union activities.

ARTICLE 14. RATINGS, WARNINGS AND SUSPENSIONS

Section 1. Letters of caution, consultation, warning, admonishment and reprimand shall be considered temporary contents of the personnel file of an employee and shall be destroyed no later than 24 months after they have been placed in the file unless such items can be used in support of possible disciplinary action arising from more recent employee action or behavior patterns or is applicable to pending legal or quasi-legal proceedings.

Section 2. The Employer may place an employee on administrative leave with or without pay for the purpose of investigating.

Subsection 1. For the purpose of investigating, administrative leave with/without pay will be administered which will be determined by the severity of the allegations.

Subsection 2. Administrative leave with pay pending an investigation shall be used in most cases. However, when the outcome of the investigation would result in a recommendation of termination, administrative leave without pay pending an investigation may be administered.

Subsection 3. Administrative leave with pay for investigatory purposes should not exceed five working days. Employer may utilize an investigatory administrative leave without pay for investigation for a maximum of 20 days.

Subsection 4. This Section does not constitute a waiver of the Employer's right to impose discipline, including disciplinary suspension. The administrative leave without pay is not subject to the grievance procedure.

ARTICLE 15. DISTRICT CONSTRUCTION PROVISIONS

Section 1. MDT places no restrictions on where an employee establishes their permanent, legal residence. District construction personnel, in the normal course of work, or traveling to and from a project site (the middle of the project located 15 or more miles from their headquarters, are entitled to statutory per diem and lodging as provided in §§ 2-18-501 through 2-18-512, MCA, as defined in Volume 1, Chapter 0300, Montana Operations Manual).

Section 2. LIMITATIONS

Subsection 1. The headquarters location for calculating statutory allowance will be the MDT office identified in Table 1 below that is nearest the employee's permanent, legal residence, except if the employee voluntarily relocates their permanent residence or voluntarily promotes or transfers to another headquarters location.

TABLE 1

BILLINGS	BUTTE	GLENDIVE	GREAT FALLS	MISSOULA
HARDIN	BOZEMAN	GLASGOW	CONRAD	VICTOR
LEWISTOWN	WHITEHALL	MILES CITY	CUT BANK	KALISPELL
		WOLF POINT	HELENA	
			HAVRE	
			SHELBY	

1. These offices are considered permanent or are expected to remain open indefinitely as a service to the public. They are not project specific, although they may double as a project office. In the event that MDT closes one of these locations, it will remain a location for per diem purposes for the duration of this Agreement. If additional such sites are established (other than project offices), they will be added to this list. If the new site is nearer the employee's permanent residence, the employee may elect to use that as headquarters for statutory allowances.

Subsection 2. Eligibility for lodging and meals will be calculated from the MDT office nearest the employee's permanent residence in the community identified in Table 1 to the project site, measured by the most direct, maintained route.

Subsection 3. State transportation may be provided from the office listed in Table 1 to the project site. If state transportation is available, the District Construction Engineer must approve use of personal vehicles. The mileage rate for personal vehicle use when a state vehicle is available will be the rate established by law and state policy for that circumstance. When state transportation is not available,

personal car mileage will be paid at the rate(s) established by law and state policy for that situation.

1. Mileage for personal vehicle use will be calculated from the Table 1 location to the job site by the most direct, maintained route. When employees are approved to use personal transportation, or there is no state transportation available, employees choosing alternate routes to the project from their permanent residence will be paid actual mileage, not to exceed to mileage, not to exceed the mileage from the Table 1 site to the project.
2. Mileage reimbursement is available only to the driver. In the case of carpooling, coworkers traveling together will receive paid time.

Subsection 4. Travel time will be paid at the employee's regular rate of pay based on the time required to travel from the Table 1 location to the project site, and return, by the most direct, maintained route, based on posted speeds under safe driving conditions, rounded to the nearest half-hour. This calculation is both the maximum and minimum travel time that will be allowed and will be considered time worked for the purposes of calculating overtime.

Subsection 5. Project location, contractor work schedules, or other conditions may require overnight stays. Overnight stays may not be required or approved for projects less than 90 minutes' travel time from the Table 1 location. For projects more than 90 minutes away from the Table 1 location, and when the District Construction Engineer requires overnight stays, the following applies:

1. If the employee chooses not to stay overnight, travel time and mileage will not be approved for that night, or for returning to the project the following morning. Un-receipted lodging will not be approved.
2. With mutual agreement between the employee and the District Administrator, employees have the option to stay at an RV site, with personal RV. Employees will be reimbursed \$12.00 per night (no receipts required) for overnight stay and will also be reimbursed (receipts required) for rental of the RV site.

Subsection 6. Regardless of actual permanent, legal residence, new hires will be presumed to live in the community identified in the employment offer.

Subsection 7. These provisions replace and are in lieu of any other compensation for commuting or travel incurred by field construction employees."

ARTICLE 16. FIELD CONSTRUCTION SAFETY ALLOWANCE

Section 1. District field personnel assigned to a project manager, district lab personnel, Helena lab Personnel in the geo-technical section, and materials testing section,

surveyors, photogrameters, utility agents, planning traffic counter technicians, electronic equipment technicians and telecommunication technicians may elect to purchase protective clothing, CDL licenses, and safety equipment not provided by the State. Permanent, employees will be given \$300 annually provided such items are safety related and preapproved by the District or Division Administrator or designee.

Section 2. For permanent employees employed at the time, the allowances will be included in the paycheck for the first full pay period of the contract term. If a permanent employee is hired after the first full pay period of the contract term, and they have not received the allowance, the allowance will be included in their first paycheck. Telecommunication technicians will be given \$300 annually provided such items are safety related and preapproved by the District or Division Administrator or designee.

Section 3. Seasonal and temporary employees hired for a season that crosses contract terms will only receive \$150 safety allowance each calendar year. The allowance will be included in their first paycheck.

Section 4. Motor Carrier Safety Assistant Program (MCSAP) employees shall purchase a pair of safety boots and be reimbursed up to \$275 with receipt.

Section 5. Employees covered by this field safety construction allowance, and are required to possess a commercial driver's license, may use a portion of this allowance to cover their Department of Transportation physical examination.

ARTICLE 17. RELOCATION AND MOVING ALLOWANCE

Section 1. The Employer and the Union agree that all matters relating to relocation and moving will be addressed according to departmental policy.

ARTICLE 18. FIELD INVESTIGATION UNIT SAFETY ALLOWANCE

Section 1. Field Investigation Unit employees may elect to purchase protective clothing and safety equipment not provided by the State. Employees will be reimbursed, (with current receipts) for purchasing such items in an amount not to exceed \$900 for the term of this Agreement, provided such items are safety related and preapproved by the District or Division Administrator or designee. Employees may also be reimbursed, for the cost of a CDL-required physical, to be included in the \$900 allowance.

ARTICLE 19. TOOL ALLOWANCE

Section 1. Telecommunication technicians will receive a \$40 per month (un-receipted) tool allowance.

ARTICLE 20. GRIEVANCE AND ARBITRATION

Section 1. Having a desire to create and maintain harmonious labor relations between them, the parties agree that they will promptly attempt to address all complaints, disputes, controversies, or other grievances arising between them involving questions of interpretation or application of the written provisions of this Agreement. All potential grievances must be discussed with the immediate supervisor prior to the filing of a formal grievance and no formal grievance may be filed until the immediate supervisor has been given an opportunity to attempt resolution.

Section 2. Grievance Procedure.

Step 1 – Immediate Supervisor

A grievance involving the interpretation or application of the written provision(s) of this Agreement shall be submitted by the employee or union representative to the employee's immediate supervisor or management designee within 21 calendar days from the occurrence of the grievable event. The immediate supervisor or management designee shall have 14 calendar days from receipt of the grievance to respond in writing.

Step 2 – Management Official

If the grievance is not resolved at Step 1, the grievance may be submitted by the Union in writing within 14 calendar days from the immediate supervisor's or management designee's response to Step 1. The grievance should be submitted to Human Resources (mdthrlaborrelations@mt.gov). The management official at the second step shall have 14 calendar days from receipt of the grievance to respond in writing.

Step 3 – Director

If the grievance is not resolved at Step 2, the Union may submit the grievance to the agency head or designee within 21 calendar days of the Step 2 response. The agency head or designee shall have 21 calendar days from receipt of the grievance to respond in writing.

Step 4

Should the Union consider the decision of the agency head unsatisfactory, the Union shall, within 21 calendar days of such decision, notify the agency head and the State Office of Labor Relations of its intention to take the grievance to arbitration.

Step 5

After notification of arbitration, the State Office of Labor Relations (OLR) will work with the Union and management to determine if there is a mutually acceptable resolution that can be found or if the matter should go to mediation. If OLR determines the parties

cannot resolve informally or through mediation, the decision should proceed to final and binding arbitration. If there is a cost associated, the parties will share it equally. The timeline for the grievance processing will be put on hold until the mediation is final or the decision is made to move to arbitration.

Section 3. Rules of Grievance Processing.

Subsection 1. Waiving time limits. Time limits at any stage of the grievance procedure may be extended by written mutual agreement of the parties at that step.

Subsection 2. Timeliness. A grievance not filed or advanced by the grievant within the time limits provided shall be deemed permanently withdrawn. Failure on the part of the Employer's representative to answer within the time limit set forth in any step will entitle the employee to the next step.

Subsection 3. Elements of the grievance. All presentations of grievances shall be submitted to the Employer in writing at each step and must include:

1. Name of employee(s)/Union grieving.
2. Date of the violation.
3. The step of the grievance.
4. A complete statement of the grievance and facts upon which it is based.
5. The specific Article(s) and Section(s) of the Agreement violated.
6. The specific remedy or correction requested.
7. The signature of each grievant or representative.

Subsection 4. Alternative procedures.

1. As recognized in § 49-2-512, Title 49 of Montana Code Annotated establishes the exclusive remedy for acts constituting an alleged violation of the Montana Human Rights Act. In the event of a grievance based upon an alleged violation of this Act, the statutory procedures of filing a claim with the Human Rights Bureau shall be the exclusive remedy. The Federation reserves the right to file grievances based on violations of the union contract.
2. As recognized in § 2-18-1011, Title 2 of Montana Code Annotated establishes the exclusive remedy for an alleged violation of classification or compensation. In the event of a grievance based upon an alleged violation of this provision, the statutory procedures of filing a claim with the Board of Personnel Appeals shall be the exclusive remedy.

Section 4. Rules of Arbitration.

Subsection 1. Selection of Arbitrator. The parties shall request a list of seven arbitrators from the Board of Personnel Appeals and shall alternatively strike names from the list. The last remaining name shall serve as the arbitrator.

Subsection 2. Arbitrator's limitations. No grievance which fails to meet the requirements of Section 3, Subsection 3 of this Article shall be determined to be arbitrable. The arbitrator may not add to, subtract from, or modify the terms of this Agreement.

Subsection 3. The parties agree either party may file pre-arbitration dispositive motions or request a bench decision from the arbitrator.

Subsection 4. Each party shall share equally the cost of the arbitrator. In the event one of the parties wants transcripts from the proceedings of the arbitration, the party requesting the transcripts shall pay the entire cost. If each party requests a transcript, they shall equally share the cost.

Subsection 5. The arbitration location shall be in Helena, Montana unless otherwise mutually agreed by the parties.

ARTICLE 21. PAY ADJUSTMENTS

Section 1. Effective on the first day of the first complete pay period that includes July 1, 2025, the base salary of each employee must be increased by \$1.00 an hour or by 2.5%, whichever is greater. Effective on the first day of the first complete pay period that includes July 1, 2026, the base salary of each employee must be increased by \$1.00 an hour or by 2.5%, whichever is greater.

ARTICLE 22. HEALTH INSURANCE

Section 1. The monthly Employer contribution for group benefits will increase to \$1080 for the 2026 plan year and \$1107 for the 2027 plan year.

The monthly State of Montana employee contributions will increase for 2026 and 2027 plan years. The tables below break out the monthly increase both before and after the wellness incentive which increased to \$60 per month for the 2026 and 2027 plan years.

The cost of employee-only coverage will be covered by the Employer contribution, after the wellness incentive is applied.

Employee Monthly Contributions Before Wellness Incentive		
Contribution Type	2026 Plan Year Contribution	2027 Plan Year Contribution
Employee Only	\$60	\$60
Employee and Spouse	\$318	\$326
Employee and Children	\$134	\$138
Employee and Family	\$397	\$407

Employee Monthly Contributions After Wellness Incentive		
Contribution Type	2026 Plan Year Contributions	2027 Plan Year Contributions
Employee Only	\$0	\$0
Employee and Spouse	\$198	\$206
Employee and Children	\$74	\$78
Employee and Family	\$277	\$287

The monthly Tobacco Surcharge will increase to \$60 for the 2026 and 2027 plan year.

The State has the discretion to manage all aspects of the State Health Plan, to include, but not be limited to, deductibles, coinsurance levels, and maximum out-of-pocket levels. Member contributions will only increase beyond the rates established above if the Risk-Based Capital (RBC) level is at or below 300%.

ARTICLE 23. UNION LEAVE

Section 1. The Union President, or designees, will be given up to 40 hours per year total release time to work on issues of mutual benefit to the Union and the Employer and to promote collaborative work efforts and problem solving. Release time must be preapproved through the President or designee's District or Division Administrator and must be coordinated through the Human Resources and Occupational Safety (HROS) Division Administrator.

Section 2. Elected officers or designees, not to exceed five who have been appointed as delegates to the MFPE Annual Conference shall be allowed four hours of regular paid time to attend the MFPE Annual Conference each year, so long as no overtime is accrued. No other expenses will be compensated, and employees may not use a state-owned vehicle. The President of Local 3511 shall submit the list of authorized delegates as far in advance as possible.

Section 3. For the purposes of negotiations, up to five bargaining team members shall be allowed paid release of up to three eight-hour days of paid time each to negotiate a successor agreement.

ARTICLE 24. OVERTIME AND COMPENSATORY TIME

Section 1. "Non-exempt" employee means an employee subject to the overtime provisions of the Federal Fair Labor Standards Act and its regulations. "Non-exempt" employees shall be paid at a rate of one and one-half times their regular rate of pay for all authorized time they work over eight hours per day as a full-time employee, or 40 hours per week. The over eight hours per day overtime provisions of Article 7 of the MFPE Master Agreement shall not be in effect for part-time employees, or in those instances where employees are on a work schedule that anticipates an employee working 40 hours per week in other than five eight-hour days.

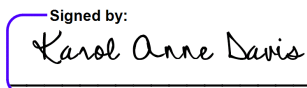
ARTICLE 25. NEW EMPLOYEE ORIENTATION (NEO)


Section 1. MDT shall allow Federation representatives and their local affiliate two 30-minute meetings per month for New Employee Union Onboarding. MDT Local 3511 shall receive monthly hiring reports from the agency and the local shall schedule and provide outreach to MFPE represented positions. The Employer and Federation shall work together to ensure reasonable access to the onboarding process.

Section 2. Additionally, MDT will permit Local 3511 a designated webpage on the MDT intranet site. Local 3511 is responsible for updating and maintaining the webpage.

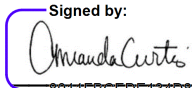
THIS AGREEMENT is signed and dated this 7/10/2025.

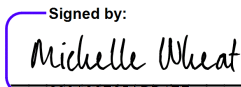
THE STATE OF MONTANA:

Signed by:

38263999E2BE4D8
 Karol Anne Davis, Chief Negotiator
 State Office of Labor Relations

Signed by:

B4BEC52766F74BE
 Chris Dorrington, Director
 Department of Transportation

THE FEDERATION:

Signed by:

8011FBCEDF134D8
 Amanda Curtis, President
 MFPE

Signed by:

230A36E85ABD4EF
 Michelle Wheat
 Bargaining Unit President