

MEMORANDUM OF AGREEMENT
to contract effective
July 1, 2025 THROUGH June 30, 2027
by and between
State of Montana
Department of Natural Resources and Conservation
And
International Association of Machinists and Aerospace Workers
District W24, Local 88

This Memorandum of Agreement (MOA) by and between the State of Montana, Department of Natural Resources and Conservation ("Employer"), and International Association of Machinists and Aerospace Workers, District W84, Local 88 ("Union") shall be considered an addendum to and hereby incorporated into the 2025-2027 Collective Bargaining Agreement between the Employer and Union.

Differential Pay for Authorized Emergency Work

1. Employees assigned to and supporting authorized emergency work are eligible for assignment pay. Authorized emergency work includes response to wildland fire incidents, pre-positioned suppression resources, incident management team assignments, and support to all-hazard incidents. **Assignment will remain on a voluntary basis for employees.**
 - a. Assignment Pay is only authorized when supporting authorized emergency work billed to a specific fire org in SABHRS, outside of an employee's base funding source.
 - b. When coding time, managers need to ensure that personnel are operating in an official incident command system, or agency directed capacity or position.
 - i. Employees must be in the capacity or pursuit of a National Wildfire Coordinating Group (NWCG) qualification or position (are nationally qualified).
 - ii. Positions eligible for differential pay include assistant center manager, lead dispatcher, agency representative, resource advisor, fire finance and buying team positions, pilot, fuel truck driver, mechanic, line officer, etc. (these positions do not necessarily directly crosswalk to SABHRS occupational codes; however, they are defined by the NWCG qualifications and these individuals hold a "red card" certifying the qualifications).
2. Assignment Pay is a 10% increase added to an employee's total compensation hourly rate when supporting authorized emergency work.
3. Employees who work overtime will receive 10% increase added to their total compensation hourly overtime rate when supporting authorized emergency work.

This MOA amends Labor Agreement No. 046, as described herein. In all other respects, Labor Agreement 046 remains unchanged.

Dated this 6/25/2025 _____.

THE STATE OF MONTANA:

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Amanda Kaster

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Amanda Kaster, Director
DNRC

Signed by:
Karol Anne Davis

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Karol Anne Davis, Chief Negotiator
State Office of Labor Relations

INTERNATIONAL ASSOCIATION OF
MACHINISTS:

Signed by:
Mike Swoboda

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Mike Swoboda, Business Representative
IAM District W24, Local 88