

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

This Memorandum of Understanding (MOU) is entered into this 10/29/2025 by and between the State of Montana, Department of Transportation (“Employer”), and Public Employees Craft Council (“Union”) for the purpose of addressing ongoing vacancies in the Bozeman District.

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.

Dated this 10/29/2025.

THE STATE OF MONTANA

Signed by:



B4BEC52766F74BE...
Chris Dorington, Director
Montana Department of Transportation

PUBLIC EMPLOYEES CRAFT COUNCIL

DocuSigned by:



3EAC854EDDA34CE...
Erin Foley, President
Public Employees Craft Council

Signed by:



382B3999E2BE4DB...
Karol Anne Davis, Chief Negotiator
State Office of Labor Relations