

**Memorandum of Understanding
between
Montana Department of Transportation
and
Montana Public Employees Association**

This memorandum of understanding (MOU) is entered into by the Montana Department of Transportation; herein referred to as the "Department" and the Montana Public Employees Association, herein referred to as the "Union".

It has been mutually agreed upon that the Department may post/advertise vacant positions internally and externally simultaneously, with the following language contained within the job posting itself:

"This position is being posted in accordance with the bargaining unit agreement. Non-bargaining unit employees or employees of another bargaining unit may apply. 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".

Dated this 15 day of April, 2014

FOR: STATE OF MONTANA



Sheila Hogan, Director DOA
State Office of Labor Relations

FOR: MONTANA PUBLIC EMPLOYEES
ASSOCIATION



Quinton Nyman, Executive Director
MPEA



Mike Tooley, Director
Montana Department of Transportation