

Memorandum of Understanding

The Montana Department of Justice and the Montana Public Employees Association Department of Justice Communications Operators bargaining unit agree to modify Article 10- Leaves, Vacation Scheduling of the 2013-2015 Collective Bargaining Agreement supplemental agreement, for the purpose of clarification of the following article:

ARTICLE 10-LEAVES

Vacation Scheduling

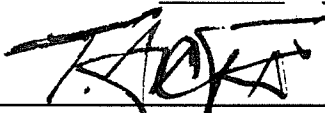
Requests for vacation leave are to be submitted between October 1st and November 15th each year. Vacation leave bidding during this period will be structured in a series of three rounds. Each round of bidding will trump the following subsequent rounds for purposes of granting annual leave. For the first round (Gold Round) of vacation bidding, a maximum of fifteen (15) days per person may be bid. Bidding will be by seniority. There will follow a second round (Silver Round) of fifteen (15) days. Upon completion of these two bidding rounds, the remainder of accrued vacation time may be bid in an unrestricted fashion (Bronze Round).

The awarding of vacation bids will be by seniority, by shift.

Any vacation leave not bid in this way will be granted on a first come first serve basis after January 2.

This memorandum will go into effect on October 1, 2014.

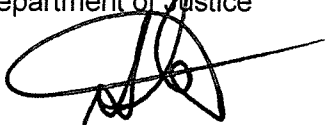
DATED THIS 15th day of December 2014



Tim Fox, Attorney General
Department of Justice



Quinton E. Nyman, Executive Director
Montana Public Employees Association



Tom Butler, Chief
Highway Patrol Division
Department of Justice



Michael P. Manion, Chief
State Office of Labor Relations