

**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:

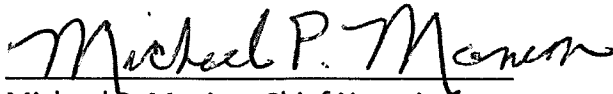
"This position is being posted in accordance with the bargaining unit agreement. Non-bargaining unit employees or employees of another bargaining unit may apply. If the position is not filled with a bargaining unit applicant, the non-bargaining unit applicants may be considered. However, bargaining unit applicants will have preference.

This agreement will sunset June 30, 2019.

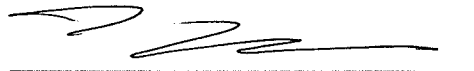
DATED this 11th day of October, 2017

FOR: STATE OF MONTANA

FOR: MONTANA PUBLIC
EMPLOYEES ASSOCIATION



Michael P. Manion, Chief Negotiator
State Office of Labor Relations



Quinton Nyman
Executive Director



Mike Tooley, Director
Department of Transportation