

**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 headquarters location for calculating statutory allowance will be the MDT office identified in Table 1 below that is nearest the employee's permanent, legal residence, except if the employee voluntarily relocates their permanent residence or voluntarily promotes or transfers to another headquarters location.

TABLE 1

BILLINGS	BUTTE	GLENDIVE	GREAT FALLS	MISSOULA
HARDIN	ANACONDA	GLASGOW	CONRAD	VICTOR
LEWISTOWN	BOZEMAN	MILES CITY	CUT BANK	KALISPELL
	DILLON	WOLF POINT	HELENA	ST. REGIS
	LIVINGSTON		HAVRE	
	THREE FORKS		SHELBY	
	WHITEHALL			

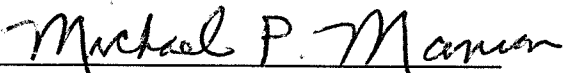
These offices are considered permanent or are expected to remain open indefinitely as a service to the public. They are not project specific, although they may double as a project office. In the event that MDT closes one of these locations, it will remain a location for per diem purposes for the duration of this agreement. If additional such sites are established (other than project offices), they will be added to this list. If the new site is nearer the employee's permanent residence, the employee may elect to use that as headquarters for statutory allowances.

This Memorandum of Understanding modifies section O of the supplemental agreement and will sunset June 30, 2019.

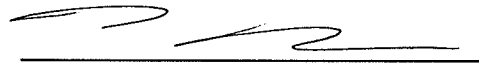
DATED this 11th day of October, 2017

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