

**MEMORANDUM OF AGREEMENT  
BETWEEN  
MONTANA DEPARTMENT OF TRANSPORTATION  
AND  
MONTANA PUBLIC EMPLOYEES ASSOCIATION**

This memorandum of agreement exempts certain bargaining unit employees from coverage under Section P of the parties' 2007-09 collective bargaining agreement.

The following permanent employees, whose residences were 20 miles or more from the nearest headquarter location as of the day the 2007-09 agreement was ratified, will continue to receive the district construction allowance according to the provisions set forth in Section P of the parties' 2001-03 collective bargaining agreement.

**MISSOULA (7)**

Eisenzimer, Brian (Lincoln)  
Greenberg, Eric J. (Bigfork)  
Hart, Dennis (St. Ignatius)  
Johnson, Rod (Troy)  
Mielke, James (Trego)  
Zahner, Debbie (Troy)  
Zahner, Marc (Troy)

**GLENDIVE (3)**

Fischer, Joe (Sidney)  
Goroski, Adrian (Baker)  
Rowe, Gary (Poplar)

**BUTTE (1)**

Richards, Bill (Twin Bridges)

**GREAT FALLS (6)**

Barrera, Deanna (Stockett)  
Betts, Dan (Stockett)  
Fisher, Reise (Browning)  
Roberts, Russ (Belt)  
Vinson, Jim (Cascade)  
Yeoman, John (Harlem)

**BILLINGS (5)**

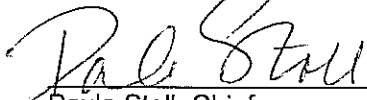
Griffith, Lewis (Grass Range)  
Lang, Dan (Melstone)  
Leligodowicz, Joe (Custer)  
Lemmon, Misty (Columbus)  
Smith, Rose (Columbus)

The exception applies only until the employees move their residences or leave the department.

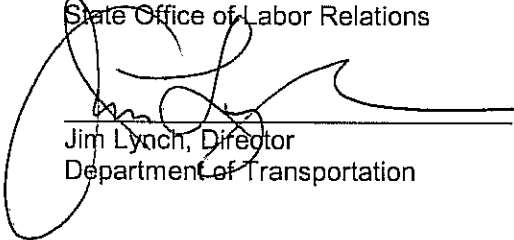
DATED this 12<sup>th</sup> day of December, 2007.

FOR: STATE OF MONTANA

FOR: MONTANA PUBLIC EMPLOYEES ASSOCIATION

  
\_\_\_\_\_  
Paula Stoll, Chief  
State Office of Labor Relations

  
\_\_\_\_\_  
Quinton Nyman  
Executive Director

  
\_\_\_\_\_  
Jim Lynch, Director  
Department of Transportation

  
\_\_\_\_\_  
Bargaining Unit President