

MEMORANDUM OF UNDERSTANDING

TO PROVIDE FOR ALTERNATIVE RESIDENT REQUIREMENTS FOR AREA
OPERATOR II POSITIONS WHEN HOUSING IS NOT AVAILABLE

Between

Yellowstone County, MT and

TEAMSTERS LOCAL UNION #190

YELLOWSTONE COUNTY ROAD AND BRIDGE DIVISION

This Memorandum of Understanding is mutually agreed upon by Yellowstone County, MT and Teamsters Local Union #190, Yellowstone County Road and Bridge Division.

Presently, the parties CBA states that Area Operator II's are required to live in the area of the County of the assigned work, (Section 5- Assigned Area).

The parties agree that there is a current lack of housing at the designated site in Custer, MT. for the Area Operator II, (EOII) position. The purpose of this MOU is to provide for an alternative to the residency requirement when on-site housing is not available.

New Provision:

Alternative Residency When On-Site Housing is unavailable.

When housing is not available at or adjacent to the designated Reporting Location, the County may designate an alternative residency requirement subject to the following conditions:

1. Drive- Time Requirement

The Area Equipment II Operator shall live within thirty (30) minutes of drive time under normal driving conditions, from the designated Reporting Location.

2. Drive-Time determination

Drive time shall be determined by the County using the most reasonable and direct year-round route available, taking into consideration public road access.

3. Equipment Location

County equipment shall remain at the County -designated sites unless otherwise approved by the County.

4. Availability and Response The Area EOII must be able to respond to work assignments, emergencies, weather events, and callouts in a manner consistent with the drive time requirements and operational needs of the County.

5. Future Application

The County may apply the alternative residency provisions to any Reporting Location when housing becomes unavailable for any legitimate reason, or A newly established Area Operator position does not include available on-site housing.

6. Employee Responsibility

It is the responsibility of Area Operators to maintain a residence that complies with the applicable residency requirement. A pickup truck along with other essential equipment is provided at each Reporting Location for the Area Operators use. Area Operators who travel to a Reporting Location for work are responsible for their own transportation to and from their Reporting Location.

IN WITNESS WHEREOF, the Parties hereto acting by and through their respective and duly authorized officers and representatives, have hereto set their hands and seals.

DATED this _____ day of May 2026

BOARD OF COUNTY
COMMISSIONERS
YELLOWSTONE COUNTY

TEAMSTERS LOCAL #190
ROAD AND BRIDGE DIVISION

MARK MORSE, CHAIRMAN
REPRESENTATIVE

DOUG STUDINER, BUSINESS

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