

MFPE ADVOCATE

MONTANA FEDERATION OF PUBLIC EMPLOYEES

MFPE.org

Facebook.com/MFPE.org

[@MontanaFed](https://twitter.com/MontanaFed)


MFPE 2ND ANNUAL CONFERENCE DRAWS HUNDREDS OF MEMBERS



On March 29th and 30th, hundreds of MFPE members from around the state gathered in Helena for our union's 2nd Annual Conference. The conference kicked off at 1:30 p.m. on Friday with an invocation from MFPE member Angela McLean and then members rolled up their sleeves and went to work doing the business of our union. The first day of the conference ended with MFPE members visiting the state capitol to meet with legislators and attend hearings.

Continued on P.3



MFPE members debate proposed amendments during MFPE's 2nd Annual Conference.

IN THIS ISSUE

2nd Annual Conference	P.1	Legislative Summary	P.6
MFPE Mobilization	P.1	Legislative Scorecard	P.7 - 15
Letter from the President	P.2	State Employee Training	P.16
MPTF Golf Scramble	P.2		
MFPE Benevolence Fund	P.3		
Educator Conference	P.3		
Regional Training	P.4		
Member Profile	P.5		

MFPE MOBILIZATION AND ORGANIZING BLITZ A SUCCESS

During the second week of March, 36 MFPE members, staff, and AFT member visitors from throughout the country gathered in Helena for a mobilization and organizing training hosted by MFPE in partnership with AFT and NEA. The training, a joint partnership of MFPE, and its national affiliates NEA and AFT, was a great success and has become a model for similar efforts around the country.

Continued on P.4



2019 LEGISLATURE - GOOD AND UGLY

By President Eric Feaver

On balance it was a pretty good session. With one ugly exception.

Several great high points:

(1) The legislature passed the state and university employee pay plan exactly as we had negotiated with the governor and passed it early in the session. Yes, this was an exceptional event.



MFPE President Eric Feaver

(2) The legislature passed k-12 school funding bills at levels the governor proposed and adopted several new bills to push innovative student instruction and opportunities forward and help school districts better fund student counseling programs and safety issues.

(3) With two courageous member legislators leading the way, the legislature refused to buy into a bizarre pre-k privatization scheme modeled after Alabama. Why would we want to look like Alabama? Why would we let a scheme contrived in Alabama directly challenge our constitution? The governor swam out of lane here. And where was our incumbent superintendent of public instruction during this whole let's look like Alabama thing? A bill that would have cut her office out of administrative authority over all pre-k in Montana. Maybe she really wants us to look like Alabama but dared not say so. We must end this frivolous, incompetent performance in the next election.

(4) Thank God for the Republican "Solutions Caucus." Yep, working with the governor and legislative Democrats, a number of Republican legislators made the difference passing bills of enormous note funding Medicaid Expansion, infrastructure, and Montana Heritage Center and museums statewide. Amazing.

But the legislature, including members of the "Solutions Caucus" continued to slavishly surrender to the Montana gun lobby passing bills to weaponize conceal carry legislators anywhere they might want to go in state owned buildings especially the state capitol and prohibit local governments, including schools, from regulating conceal carry in their public buildings.

The governor vetoed the bad guns bills that he could. Unfortunately, one of the two gun bills prohibiting local governments from regulating conceal carry passed as a legislative referendum, now LR 130. Stay tuned. This union of public employees working in school, county, and city buildings everywhere in Montana will do what we can to defeat this deplorable bad gun legislation when (if not before) it appears on the November 2020 general election ballot. 📺

MONTANA PROFESSIONAL TEACHING FOUNDATION GOLF CLASSIC

The Montana Professional Teaching Foundation Golf Classic is happening on August 1st at Fairmont Hot Springs. This fun event raises important funds for our Montana Professional Teaching Foundation, which works to enhance the teaching profession and promote quality education in Montana.

Our foundation is responsible for

- Karen Cox Memorial Grants
- National Board Certification
- Presidential Awards for Science and Math
- Jim McGarvey Scholarships
- NEA Award for Teaching Excellence

Consider joining us in Fairmont this August or becoming a sponsor at mfpe.org/foundation 📺



2ND ANNUAL CONFERENCE | CONT.


MFPE hosted its second Hall of Fame Dinner on the first night of the Annual Conference. The Hall of Fame Dinner is one of the highlights of the MFPE conference and this year's recipients of the honor were former Secretary of State Bob Brown, longtime staff member Raymond Berg, and former state legislator John Fleming.



MFPE Hall of Fame inductees, from left to right, former state legislator John Fleming, former Secretary of State Bob Brown, and longtime staff member Raymond Berg.

MFPE members were back at work at 7 AM on Saturday. Following regional caucuses, MFPE members debated and voted on constitutional amendments; elected MFPE Board Members and delegates to the NEA Representative Assembly and voted to retain Glen Southergill as MFPE's NEA Director. Glen Southergill is an Associate Professor of Professional and Technical Communication at Montana Technological University (Montana Tech). As NEA Director, Southergill represents MFPE on the NEA's National Board of Directors and serves as a statewide officer of MFPE.

AFT President Randi Weingarten addressed the conference and encouraged members to stand together in the face of continued attacks on public employees and educators. MFPE is affiliated with both NEA and AFT. NEA and AFT together represent over four million members nationwide.

MFPE members also received updates from President Eric Feaver, Executive Director Erik Burke, and MFPE staff. 




AFT President Randi Weingarten receives MFPE beanie and addresses this year's Annual Conference.

MFPE BENEVOLENCE FUND ESTABLISHED AT CONFERENCE

On the morning of March 15th, 2019 Montana Highway Patrol Trooper Wade Palmer was shot while responding to reports of gunfire near the Stone Creek Lodge in Missoula County.

Trooper Palmer, like many Montana Highway Patrol Troopers, is a member of the Montana Federation of Public Employees (MFPE) and has been continuously in the thoughts of his MFPE family. During MFPE's 2nd Annual Conference, members passed the hat and raised just over \$3,000 for the Palmer family.

MFPE President Eric Feaver, MFPE Member Joe Fowler, and staff presented a check for Trooper Palmer and his family as well as a card signed by hundreds of Annual Conference delegates to Attorney General Tim Fox and Colonel Tom Butler on April 3rd.

Inspired by Trooper Palmer's service and ongoing recovery, MFPE delegates voted to establish an MFPE Benevolence Fund to assist members and their families when crises occur. 



MFPE presents a check and card for Trooper Wade Palmer to Attorney General Tim Fox and Colonel Tom Butler.

EDUCATOR CONFERENCE COMING TO BELGRADE

The 2019 Educator Conference is right around the corner!


Helping our members succeed in their careers is a top priority for MFPE. That's why, each year, MFPE hosts the Educator Conference -- the best professional development opportunity of its kind anywhere.

Continued on next page

EDUCATOR CONFERENCE | CONT.

MFPE teams up with 18 Montana curriculum groups to bring you the best in teacher-led professional learning. More than 500 workshops, keynotes, and institutes are available. No matter what or where you teach, you'll find a wealth of events perfect for you. And you can earn renewal units!

This year's Educator Conference will be at Belgrade High School October 17th through the 18th.

Registration opens August 15th. For more information please visit mfpe.org/edconference 

GREAT FALLS REGIONAL TRAINING PLANNED FOR OCTOBER 5TH

MFPE's Great Falls Regional Training is scheduled for October 5th, 2019. This regional training sessions will include Bargaining Basics, MFPE Local Leader Training, Union Organizing to Build Power, Member Rights and the Grievance Process, Treasurer Training, Social Media and Communications Strategies for Union Leaders, and a panel of recent successes within the union.

Regional trainings are a great way to learn more about our union, meet fellow members, and connect with MFPE staff.

What: Great Falls Regional Training
Where: Hilton Garden Inn – Great Falls
When: 8:15 am – 4 pm (Registration opens at 7:45 am)

To register, visit mfpe.org/events 



MFPE staff lead an educational session during a Regional Training in Helena.


ORGANIZING BLITZ | CONT.



Organizers get ready to hit the doors during Organizing and Mobilization Blitz.

The focus of the mobilization and training program was to develop new and innovative ways to engage membership starting with state employee members in Helena. MFPE has approximately 1,500 state employee members in the Helena-area spread throughout a number of locals. Six teams were assigned to distinct state worksites and also conducted home visits to MFPE members.



During the week, 40 worksite meetings took place in three days; 938 doors were knocked in four evenings; 275 one-on-one conversations took place; hundreds of members signed new MFPE membership forms and 64 new members joined the union. 



AMAZING MEMBER PROFILE: RENNE'T SARBU

MFPE member Renne't Sarbu isn't just the kind of member who shows up on behalf of her colleagues, she gets other members to show up, too. Renne't has spent the last thirteen years as a contract specialist for DPHHS in Helena. She recently took part in MFPE's Mobilization and Organizing Blitz, and has led efforts to engage and recruit MFPE members in Helena. We sat down with Renne't to talk about her work and her involvement with MFPE.

MFPE Advocate: Could you tell us a little bit about your professional background?

Sarbu: To be honest, I don't have a professional background. What I have is a home grown, down-to-earth background.

I started my work career in the restaurant business, at the age of 15, being the first "bus girl" in Helena. After high school and some classes at the Vo-tech, I worked for the State of Montana Highway Patrol in the Records Department. A year later, I landed my dream job at the City of Helena Parks Department. At first, I was on the end of a shovel, a rake, the clean-up person. I gradually moved up, learning how to operate equipment, working more skilled jobs, and taking charge of crews. This was all due to the fact that I was employed in a union work place and followed a union contract, which gave a fair shot of advancement to all qualifying members.

During my first years I was subject to prejudices, unfair treatment, and hostile behavior. I thought this was part of the job, until a union brother said the type of treatment I was being subjected to was a violation of our contract and strongly suggested that I read it. Wow! I didn't know workers had rights. This was in the 1970s and a female working as an equipment operator was unheard of in Helena, but because of my union contract, I received the same pay as the men. This was my first time belonging to a union and I have respected unions ever since.

MFPE Advocate: Where do you currently work and how long have you worked there?

Sarbu: I'm currently a contract specialist for DPHHS Early Childhood Services and I've been doing this job for thirteen years.

MFPE Advocate: What's your favorite part of the job?

Sarbu: Problem solving, researching lost payments, networking with others in DPHHS, and building relationships.

MFPE Advocate: How long have you been a member of MFPE?

Sarbu: About twenty years.

MFPE Advocate: When did you get involved in MFPE and why?

Sarbu: I realized that if I want to see change then I have to be part of the change, lead the change, and build reinforcements. I wanted members to realize we are the union and we can make a difference if we stand together and support one another. We are all stronger together!

Renne't Sarbu, left, is the kind of member who always shows up and is serious about the business of our union.



Renne't Sarbu, left, leads a door knocking effort to talk to fellow MFPE members.


MFPE Advocate: Why would you encourage other co-workers to join MFPE and be active members?

Sarbu: I can't do it alone, but WE can! No voice – No choice.

MFPE protects our rights, wages, and working conditions. If every member was involved or active, think of what we could accomplish! You are not alone; together we fight for each other to assure that we have a voice in our workplace. MFPE is our voice at the Montana legislature to advocate for state employees, educators, our healthcare, and our retirement. MFPE also provides representation and even legal defense when there is a problem for members. That's why getting involved and paying dues is so essential.

MFPE Advocate: What drew you to taking part in the member organizing blitz?

Sarbu: I attended a blitz in Denver, not really understanding what I was about to do, but, having faith in my union, I knew I was in for some intense training and hopefully a little fun and relaxing. No to the relaxing part, that didn't happen, and hell yes to the other two.

I knew this is what members needed -- to see their union at work. Not just MFPE but union members around the country. Folks should know how hard it is for public employees in states without bargaining rights. We at least have contracts to protect our wages and working conditions, but we must remember that we will lose them if we don't keep fighting. I wanted to be part of this intense training and I felt I could be of help. 



Renne't Sarbu, front and center, at a recent MFPE Annual Conference.

2019 LEGISLATIVE SUMMARY

Montana's biennial 90-day legislative session is always a top priority for the Montana Federation of Public Employees. The decisions made during each legislative session have a profound impact on the work we do and our members' pocket books. That's why MFPE has a dedicated team at the capitol working from sun up to sun down. As a result, our union managed to secure major victories for our members and the citizens we serve.

Top amongst several legislative victories this session was the quick and bipartisan approval of the state and university employee pay plan. HB 175, sponsored by Representative Julie Dooling (R-Helena), ratified the MFPE negotiated state and university employee base pay increase, protected members from state health insurance premium increases, and raised per diem rates for state employees who travel for work for the first time in decades. In past sessions, the legislature procrastinated on state and university employee pay plans until the last weeks of the session and only agreed to fund well-deserved raises and other benefits after significant political wrangling. This session, MFPE worked with legislative leaders to avoid the uncertainty of past sessions, culminating in passage of the pay plan before the end of February.


MFPE also fought to secure early passage of critical funding increases for K-12 public schools, which not only impacts educator members, but every MFPE member who has a child or grandchild attending public schools. HB 159, sponsored by Bruce Grubbs (R-Bozeman) provides inflationary increases to Montana's school funding formula. Like the pay plan, the legislature approved the bill in record time, sending the bill to the governor's desk before the legislature's mid-session "transmittal break." On the school funding front, MFPE successfully supported a number of other pieces of legislation that provide incentive funding for school innovation, increased the state's commitment for special education, and created new funding flexibility for schools to address counseling and safety programs.

MFPE joined a diverse coalition to fund Medicaid expansion and prevent one-in-ten Montanans from

losing their healthcare, including MFPE members and family members. Additionally, our union worked to secure much needed investments in infrastructure and Montana's museums, including the Montana Heritage Center.

From the first day of the session until the last, MFPE worked with the legislature to restore many of the cuts made to public services during the 2017 Special Legislative Session. These cuts not only hurt our members, but they negatively impacted families and communities throughout the state. While we were successful in making progress on this front, much work remains. MFPE will be engaging with interim committees and the budgeting process for the 2021 session to ensure that our members have the resources needed to continue to do their jobs effectively.

Finally, MFPE worked to successfully defeat a number of bad bills that would have hurt our members and our union. Such bills included a proposal to prohibit public employees from participating in Montana elections; bills that would have privatized critical public services including pre-school education and the Montana State Fund; and bills that would have slashed Montana's revenue base, requiring future legislatures to make draconian cuts to the very places our members work.

While the enclosed voting record does not and cannot list all the bills that MFPE lobbied for or against during the 2019 session, MFPE members should review the record to see how your legislators voted on issues critical to your job, your community, and your family. 





MFPE LEGISLATIVE SCORECARD

HOUSE BILLS

**HB 159** Bruce Grubbs (R-Bozeman)

Short Title: Generally revise education funding laws

Summary: Funds k-12 public school entitlements and components.

MFPE Position: Support

Vote(s) Recorded: 3rd Reading House and 3rd Reading Senate

Status: Signed by Governor.

**HB 175** Julie Dooling (R-Helena)

Short Title: Provide for state employee pay plan

Summary: Ratifies union negotiated state and university employee base pay, health insurance, and raises in per diem.

MFPE Position: Support

Vote(s) Recorded: House Concurred with Senate Amendments and 3rd Reading Senate.

Status: Signed by Governor.

**HB 211** Llew Jones (R-Conrad)

Short Title: Address recruitment and retention of K-12 quality educators

Summary: Establishes new hire school loan repayment of up to \$12,000 over three years of successful employment

MFPE Position: Support

Vote(s) Recorded: House Concurred with Senate Amendments and 3rd Reading Senate.

Status: Signed by Governor

**HB 325** Matt Regier (R-Columbia Falls)

Short Title: Generally revise firearm laws

Summary: Prohibited local governments (including public schools) from regulating conceal carry in their buildings. Vetoed by governor. See HB 357.

MFPE Position: Oppose

Vote(s) Recorded: 3rd Reading House and 3rd Reading Senate

Status: Vetoed by Governor.

**HB 351** Wendy McKamey (R-Great Falls)

Short Title: Encourage transformational learning

Summary: Provides incentives for school districts to implement “transformational” learning.

MFPE Position: Support

Vote(s) Recorded: 3rd Reading House and 3rd Reading Senate

Status: Signed by Governor.

**HB 357** Matt Regier (R-Columbia Falls)

Short Title: Revise concealed carry laws

Summary: Prohibits local governments (including schools), from regulating conceal carry in their buildings. Now a legislative referendum, LR 130. See HB 325.

MFPE Position: Oppose

Vote(s) Recorded: 3rd Reading House and 3rd Reading Senate

Status: Passed Legislature.

**HB 387** Llew Jones (R-Conrad)

Short Title: Create advanced opportunity act for Montana students

Summary: Expands personalized opportunities for students to accelerate career and college readiness.

MFPE Position: Support

Vote(s) Recorded: 3rd Reading House and 3rd Reading Senate

Status: Signed by Governor.

**HB 638** David Bedey (R-Hamilton)

Short Title: Increasing K-12 special ed allowable cost payment

Summary: Inflates k-12 special education funding for the biennium.

MFPE Position: Support

Vote(s) Recorded: 3rd Reading House and 3rd Reading Senate

Status: Signed by Governor

Inflates special education funding for the biennium.

**HB 658** Ed Buttrey (R-Great Falls)

Short Title: Generally revise healthcare laws and permanently expand Medicaid

Summary: Reauthorizes Medicaid Expansion for the next four years.

MFPE Position: Support

Vote(s) Recorded: 3rd Reading House with Senate Amendments and 3rd Reading Senate.

Status: Signed by Governor.



MFPE LEGISLATIVE SCORECARD

SENATE BILLS



SB 60 Dan Salomon (R-Ronan)

Short Title: Generally revise laws related to financial aid programs

Summary: Dedicates \$2 million in lottery net revenue to MUS STEM scholarships.

MFPE Position: Support

Vote(s) Recorded: 3rd Reading House and 3rd Reading Senate with House Amendments.

Status: Signed by Governor.



SB 92 Dan Salomon (R-Ronan)

Short Title: Generally revise laws related to school safety

Summary: Provides greater local school district funding capacity to address student health issues and school safety.

MFPE Position: Support

Vote(s) Recorded: 3rd Reading House and 3rd Reading Senate with House Amendments.

Status: Signed by Governor.



SB 152 Dick Barrett (D-Missoula)

Short Title: Repeal sunset on 6-mill university levy

Summary: Made 6-mill statewide Montana University System property tax levy permanent.

MFPE Position: Support

Vote(s) Recorded: 3rd Reading Senate

Status: Tabled House Tax.



SB 234 Steve Fitzpatrick (R-Great Falls)

Short Title: Allow department of administration to insure state under plans 1 or 2 or 3

Summary: Stepped toward privatization of Montana State Fund. Passed Senate - Failed 2d Reading House.

MFPE Position: Oppose

Vote(s) Recorded: 2nd Reading House and 3rd Reading Senate.

Status: Passed Senate - Failed 2d Reading House.



SB 304 Roger Webb (R-Billings)

Short Title: Authorize concealed carry for legislators, sergeants-at-arms, and their deputies

Summary: Authorizes legislators to conceal carry on state property, including the Capitol building.

MFPE Position: Oppose

Vote(s) Recorded: 3rd Reading House and 3rd Reading Senate

Status: Vetoed by Governor.



SB 338 Terry Gauthier (R-Helena) Jill Cohenour (D-Helena)

Short Title: Provide for construction of the Montana Heritage Center and create museum grants

Summary: Montana Museums Act: - provides funding for Montana Heritage Center and museums around Montana with a 1% tax increase in accommodations tax.

MFPE Position: Support

Vote(s) Recorded: 3rd Reading House and 3rd Reading Senate

Status: Signed by Governor



MFPE LEGISLATIVE SCORECARD

SENATE SCORES

Scorecard Key

R = Right vote according to MFPE position

W = Wrong vote according to MFPE position

A = Absent

E = Excused

Score = Percentage of Right votes

“A” not only means "absent," but it is also recorded as a wrong vote. “E” means excused and is a vote that is subtracted from the total so as not to affect a members voting record.

Last Name	First Name	Party	Districts	City	HB 159	HB 175	HB 211	HB 325	HB 351	HB 357	HB 387	HB 638	HB 658	SB 60	SB 92	SB 152	SB 234	SB 304	SB 338	# of R	# of W	Total Votes	Score	
BENNETT	BRYCE	D	SD 50	MISSOULA	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	15	0	15	100%
BOLAND	CARLIE	D	SD 12	GREAT FALLS	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	15	0	15	100%
COHENOUR	JILL	D	SD 42	EAST HELENA	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	15	0	15	100%
FLOWERS	PAT	D	SD 32	BELGRADE	E	E	R	R	R	R	R	R	R	R	R	R	R	R	R	R	13	0	13	100%
GROSS	JEN	D	SD 25	BILLINGS	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	15	0	15	100%
MALEK	SUE	D	SD 46	MISSOULA	R	R	R	R	R	R	R	E	R	R	R	R	R	R	R	R	14	0	14	100%
MCCLAFFERTY	EDIE	D	SD 38	BUTTE	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	15	0	15	100%
MCCONNELL	NATE	D	SD 48	MISSOULA	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	15	0	15	100%
MCNALLY	MARY	D	SD 24	BILLINGS	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	15	0	15	100%
SMITH	FRANK	D	SD 16	POPLAR	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	15	0	15	100%
VUCKOVICH	GENE	D	SD 39	ANACONDA	R	E	R	R	R	R	R	R	R	R	R	R	R	R	R	R	14	0	14	100%
BARRETT	DICK	D	SD 45	MISSOULA	R	R	R	R	R	R	W	R	R	R	R	R	R	R	R	R	14	1	15	93%
ELLIS	JANET	D	SD 41	HELENA	R	R	R	R	R	R	W	R	R	R	R	R	R	R	R	R	14	1	15	93%
MACDONALD	MARGARET (MARGIE)	D	SD 26	BILLINGS	R	R	R	R	R	R	W	R	R	R	R	R	R	R	R	R	14	1	15	93%
POMNICHOWSKI	JP	D	SD 33	BOZEMAN	R	R	R	R	R	R	W	R	R	R	R	R	R	R	R	R	14	1	15	93%
SANDS	DIANE	D	SD 49	MISSOULA	R	R	R	R	R	R	W	R	R	R	R	R	R	R	R	R	14	1	15	93%
WEBBER	SUSAN	D	SD 8	BROWNING	R	R	R	R	R	R	W	R	R	R	R	R	R	R	R	R	14	1	15	93%
JACOBSON	TOM	D	SD 11	GREAT FALLS	R	R	R	R	R	R	R	R	R	R	R	R	W	R	R	R	14	1	15	93%
PHILLIPS	MIKE	D	SD 31	BOZEMAN	R	R	R	R	R	R	R	R	R	R	R	R	W	R	R	R	14	1	15	93%
SESSO	JON	D	SD 37	BUTTE	R	R	R	R	R	R	R	R	R	R	R	R	W	R	R	R	14	1	15	93%
FITZPATRICK	STEVE	R	SD 10	GREAT FALLS	R	R	R	W	R	W	R	R	R	R	R	R	W	W	R	R	11	4	15	73%
GAUTHIER	TERRY	R	SD 40	HELENA	R	R	R	W	R	W	R	R	R	R	R	R	W	W	R	R	11	4	15	73%
GILLESPIE	BRUCE	R	SD 9	ETHRIDGE	R	R	R	W	R	W	R	R	R	R	R	R	W	W	R	R	11	4	15	73%
SALOMON	DANIEL	R	SD 47	RONAN	R	R	R	W	R	W	R	R	R	R	R	R	W	W	R	R	11	4	15	73%

Last Name	First Name	Party	Districts	City	HB 159	HB 175	HB 211	HB 325	HB 351	HB 357	HB 387	HB 638	HB 658	SB 60	SB 92	SB 152	SB 234	SB 304	SB 338	# of R	# of W	Total Votes	Score
SMALL	JASON	R	SD 21	BUSBY	R	R	R	W	R	W	R	R	R	R	R	R	W	W	R	11	4	15	73%
WELBORN	JEFFREY	R	SD 36	DILLON	R	R	R	W	R	W	R	R	R	R	R	R	W	W	R	11	4	15	73%
RICHMOND	TOM	R	SD 28	BILLINGS	R	R	R	W	R	W	R	R	W	R	R	R	W	W	R	10	5	15	67%
ANKNEY	DUANE	R	SD 20	COLSTRIP	R	R	R	W	R	W	R	R	R	R	R	W	W	W	R	10	5	15	67%
HOVEN	BRIAN	R	SD 13	GREAT FALLS	R	R	R	W	R	R	R	R	W	R	R	R	W	W	W	10	5	15	67%
TEMPEL	RUSSEL	R	SD 14	CHESTER	R	R	R	W	R	W	R	R	R	R	R	W	W	W	R	10	5	15	67%
THOMAS	FRED	R	SD 44	STEVENSVILLE	R	R	R	W	R	W	R	R	W	R	R	W	W	W	R	9	6	15	60%
FIELDER	JENNIFER	R	SD 7	THOMPSON FALLS	R	R	E	E	R	E	W	E	W	R	R	W	W	W	R	6	5	11	55%
CUFFE	MIKE	R	SD 1	EUREKA	R	R	R	W	R	W	R	W	W	R	R	W	W	W	R	8	7	15	53%
BOGNER	KENNETH	R	SD 19	MILES CITY	R	R	R	W	R	W	R	R	W	R	R	W	W	W	W	8	7	15	53%
OSMUNDSON	RYAN	R	SD 15	BUFFALO	R	R	R	W	R	W	R	R	W	R	R	W	W	W	W	8	7	15	53%
LANG	MIKE	R	SD 17	MALTA	R	R	R	W	W	W	W	R	W	R	R	W	W	W	R	7	8	15	47%
KARY	DOUG	R	SD 22	BILLINGS	R	R	R	W	R	W	W	R	W	R	R	W	W	W	W	7	8	15	47%
REGIER	KEITH	R	SD 3	KALISPELL	R	R	R	W	W	W	R	R	W	R	R	W	W	W	W	7	8	15	47%
WEBB	ROGER	R	SD 23	BILLINGS	R	R	W	W	R	W	R	R	W	R	R	W	W	W	W	7	8	15	47%
BLASDEL	MARK	R	SD 4	KALISPELL	R	E	R	W	R	W	R	W	W	R	R	W	W	W	W	6	8	14	43%
HOWARD	DAVID	R	SD 29	PARK CITY	R	R	W	W	E	W	E	R	W	R	R	W	W	W	E	5	7	12	42%
BROWN	DEE	R	SD 2	HUNGRY HORSE	R	R	W	W	R	W	R	W	W	R	R	W	W	W	W	6	9	15	40%
ELLSWORTH	JASON	R	SD 43	HAMILTON	R	R	W	W	R	W	W	R	W	R	R	W	W	W	W	6	9	15	40%
OLSZEWSKI	ALBERT	R	SD 6	KALISPELL	R	R	W	W	R	W	W	R	W	R	R	W	W	W	W	6	9	15	40%
SMITH	CARY	R	SD 27	BILLINGS	R	R	W	W	R	W	R	W	W	R	R	W	W	W	W	6	9	15	40%
ESP	JOHN	R	SD 30	BIG TIMBER	R	R	W	W	R	W	W	W	W	R	R	W	W	W	W	5	10	15	33%
SALES	SCOTT	R	SD 35	BOZEMAN	R	R	R	W	W	W	W	W	W	R	R	W	W	W	W	5	10	15	33%

Last Name	First Name	Party	Districts	City	HB 159	HB 175	HB 211	HB 325	HB 351	HB 357	HB 387	HB 638	HB 658	SB 60	SB 92	SB 152	SB 234	SB 304	SB 338	# of R	# of W	Total Votes	Score
VANCE	GORDON	R	SD 34	BELGRADE	W	R	W	W	W	W	W	W	W	R	R	W	W	W	W	3	12	15	20%
HINEBAUCH	STEVE	R	SD 18	WIBAUX	R	R	W	W	W	W	W	W	W	R	W	W	W	W	W	3	12	15	20%
KEENAN	BOB	R	SD 5	BIGFORK	R	R	W	W	W	W	W	W	W	R	W	W	W	W	W	3	12	15	20%



MFPE LEGISLATIVE SCORECARD

HOUSE SCORES

Scorecard Key

R = Right vote according to MFPE position

W = Wrong vote according to MFPE position

A = Absent

E = Excused

Score = Percentage of Right votes

“A” not only means "absent," but it is also recorded as a wrong vote. “E” means excused and is a vote that is subtracted from the total so as not to affect a members voting record.

LastName	FirstName	Party	Districts	City	HB 159	HB 175	HB 211	HB 325	HB 351	HB 357	HB 387	HB 638	HB 658	SB 60	SB 92	SB 234	SB 304	SB 338	# of R	# of W	Total Votes	Score
ABBOTT	KIM	D	HD 83	HELENA	R	R	R	R	R	R	R	R	R	R	R	R	R	R	14	0	14	100%
BESSETTE	BARBARA	D	HD 24	GREAT FALLS	R	R	R	R	R	R	R	R	R	R	R	R	R	R	14	0	14	100%
BISHOP	LAURIE	D	HD 60	LIVINGSTON	R	R	R	R	R	R	R	R	R	R	R	R	R	R	14	0	14	100%
BROWN	ZACH	D	HD 63	BOZEMAN	R	R	R	R	R	R	R	R	R	R	R	R	R	R	14	0	14	100%
DUDIK	KIMBERLY	D	HD 94	MISSOULA	R	R	R	R	R	R	R	R	R	R	R	R	R	R	14	0	14	100%
DUNWELL	MARY ANN	D	HD 84	HELENA	R	R	R	R	R	R	R	R	R	R	R	R	R	R	14	0	14	100%
FERN	DAVE	D	HD 5	WHITEFISH	R	R	R	R	R	R	R	R	R	R	R	R	R	R	14	0	14	100%
FUNK	MOFFIE	D	HD 82	HELENA	R	R	R	R	R	R	R	R	R	R	R	R	R	R	14	0	14	100%
HARVEY	DEREK	D	HD 74	BUTTE	R	R	R	R	R	R	R	R	R	R	R	R	R	R	14	0	14	100%
KARJALA	JESSICA	D	HD 48	BILLINGS	R	R	R	R	R	R	R	R	R	R	R	R	R	R	14	0	14	100%
KELKER	KATHY	D	HD 47	BILLINGS	R	R	R	R	R	R	R	R	R	R	R	R	R	R	14	0	14	100%
KEOGH	CONNIE	D	HD 91	MISSOULA	R	R	R	R	R	R	R	R	R	R	R	R	R	R	14	0	14	100%
KERR-CARPENTER	EMMA	D	HD 49	BILLINGS	R	R	R	R	R	R	R	R	R	R	R	R	R	R	14	0	14	100%
MARLER	MARILYN	D	HD 90	MISSOULA	R	R	R	R	R	R	R	R	R	R	R	R	R	R	14	0	14	100%
MORIGEAU	SHANE	D	HD 95	MISSOULA	R	R	R	R	R	R	R	R	R	R	R	R	R	R	14	0	14	100%
PEPPERS	RAE	D	HD 41	LAME DEER	R	R	R	R	R	R	R	R	R	R	R	R	R	R	14	0	14	100%
PERRY	ZAC	D	HD 3	HUNGRY HORSE	R	R	R	R	R	R	R	R	R	R	R	R	R	R	14	0	14	100%
POPE	CHRISTOPHER	D	HD 65	BOZEMAN	R	R	R	R	R	R	R	R	R	R	R	R	R	R	14	0	14	100%
RUNNINGWOLF	TYSON	D	HD 16	BROWNING	R	R	R	R	E	R	E	R	R	R	E	R	R	R	11	0	11	100%
SCHREINER	CASEY	D	HD 26	GREAT FALLS	R	R	R	R	R	R	R	R	R	R	R	R	R	R	14	0	14	100%
SMITH	BRIDGET	D	HD 31	WOLF POINT	R	R	R	R	R	R	R	R	R	R	R	R	R	R	14	0	14	100%
STEWART PEREGOY	SHARON	D	HD 42	CROW AGENCY	R	R	R	R	R	R	R	R	R	R	R	R	R	R	14	0	14	100%
SULLIVAN	KATIE	D	HD 89	MISSOULA	R	R	R	R	R	R	R	R	R	R	R	R	R	R	14	0	14	100%
SWEENEY	MARK	D	HD 77	PHILIPSBURG	R	R	R	R	R	R	R	R	R	R	R	R	R	R	14	0	14	100%
WEATHERWAX JR	MARVIN	D	HD 15	BROWNING	R	R	R	R	E	R	E	R	R	R	R	R	R	R	12	0	12	100%
WINTER	TOM	D	HD 96	MISSOULA	R	R	R	R	R	R	R	R	R	E	R	R	R	R	13	0	13	100%

LastName	FirstName	Party	Districts	City	HB 159	HB 175	HB 211	HB 325	HB 351	HB 357	HB 387	HB 638	HB 658	SB 60	SB 92	SB 234	SB 304	SB 338	# of R	# of W	Total Votes	Score
WOODS	TOM	D	HD 62	BOZEMAN	R	R	R	R	R	R	R	R	R	R	R	R	R	R	14	0	14	100%
CURDY	WILLIS	D	HD 98	MISSOULA	R	R	R	R	W	R	R	R	R	R	R	R	R	R	13	1	14	93%
FARRIS-OLSEN	ROBERT	D	HD 79	HELENA	R	R	R	R	W	R	R	R	R	R	R	R	R	R	13	1	14	93%
GRUBBS	BRUCE	R	HD 68	BOZEMAN	R	R	R	R	R	R	R	R	R	R	R	W	R	R	13	1	14	93%
HAMILTON	JIM	D	HD 61	BOZEMAN	R	R	R	R	R	R	W	R	R	R	R	R	R	R	13	1	14	93%
HAMLETT	BRADLEY MAXON	D	HD 23	CASCADE	R	R	R	R	R	R	R	R	R	R	R	R	W	R	13	1	14	93%
KROTKOV	JASMINE	D	HD 25	NEIHART	R	R	R	R	R	R	R	R	R	W	R	R	R	R	13	1	14	93%
LYNCH	RYAN	D	HD 76	BUTTE	R	R	R	R	R	R	R	R	R	R	R	W	R	R	13	1	14	93%
OLSEN	ANDREA	D	HD 100	MISSOULA	R	R	R	R	R	R	R	R	R	R	W	R	R	R	13	1	14	93%
PIERSON JR	GORDON	D	HD 78	DEER LODGE	R	R	R	W	R	R	R	R	R	R	R	R	R	R	13	1	14	93%
RYAN	MARILYN	D	HD 99	MISSOULA	R	R	R	R	W	R	R	R	R	R	R	R	R	R	13	1	14	93%
HAYMAN	DENISE	D	HD 66	BOZEMAN	R	R	R	R	W	R	R	E	R	R	R	R	R	R	12	1	13	92%
KEANE	JIM	D	HD 73	BUTTE	R	R	R	R	E	R	E	E	R	R	R	W	R	R	10	1	11	91%
BAHR	JADE	D	HD 50	BILLINGS	R	W	R	R	R	W	R	R	R	R	R	R	R	R	12	2	14	86%
CUSTER	GERALDINE	R	HD 39	FORSYTH	R	R	R	R	R	R	R	R	R	R	R	W	W	R	12	2	14	86%
WINDY BOY	JONATHAN	D	HD 32	BOX ELDER	R	W	R	R	R	R	R	R	R	R	W	R	R	R	12	2	14	86%
BACHMEIER	JACOB	D	HD 28	HAVRE	R	R	R	W	E	W	E	R	R	E	R	R	R	R	9	2	11	82%
CAFERRO	MARY	D	HD 81	HELENA	R	R	R	R	W	R	W	R	R	R	R	W	R	R	11	3	14	79%
SALES	WALT	R	HD 69	MANHATTAN	R	R	R	W	R	W	R	R	R	R	R	W	R	R	11	3	14	79%
BALLANCE	NANCY	R	HD 87	HAMILTON	R	R	R	W	R	W	R	R	R	R	R	W	E	R	10	3	13	77%
GARCIA	RODNEY	R	HD 52	BILLINGS	R	R	R	W	R	W	R	E	E	R	R	R	W	R	9	3	12	75%
BEDEY	DAVID	R	HD 86	HAMILTON	R	R	R	W	R	W	R	R	R	R	R	W	W	R	10	4	14	71%
BUTTREY	EDWARD	R	HD 21	GREAT FALLS	R	R	R	W	R	W	R	R	R	R	R	W	W	R	10	4	14	71%
DOOLING	JULIE	R	HD 70	HELENA	R	R	R	W	R	W	R	R	W	R	R	R	W	R	10	4	14	71%
FITZGERALD	ROSS	R	HD 17	FAIRFIELD	R	R	R	W	R	W	R	R	R	R	R	W	W	R	10	4	14	71%
GARNER	FRANK	R	HD 7	KALISPELL	R	R	R	W	R	W	R	R	R	R	R	W	W	R	10	4	14	71%
GREEF	SHARON	R	HD 88	FLORENCE	R	R	R	W	R	W	R	R	R	R	R	R	W	W	10	4	14	71%

LastName	FirstName	Party	Districts	City	HB 159	HB 175	HB 211	HB 325	HB 351	HB 357	HB 387	HB 638	HB 658	SB 60	SB 92	SB 234	SB 304	SB 338	# of R	# of W	Total Votes	Score
HOLMLUND	KENNETH	R	HD 38	MILES CITY	R	R	R	W	R	W	R	R	R	R	R	W	W	R	10	4	14	71%
HOPKINS	MIKE	R	HD 92	MISSOULA	R	R	R	W	R	W	R	R	R	R	R	R	W	W	10	4	14	71%
JONES	LLEW	R	HD 18	CONRAD	R	R	R	W	R	W	R	R	R	R	R	W	W	R	10	4	14	71%
MCKAMEY	WENDY	R	HD 19	GREAT FALLS	R	R	R	W	R	W	R	R	R	R	R	W	W	R	10	4	14	71%
SHAW	RAY	R	HD 71	SHERIDAN	R	R	R	W	R	W	R	R	R	R	R	W	W	R	10	4	14	71%
WELCH	TOM	R	HD 72	DILLON	R	R	R	W	R	W	R	R	R	R	R	W	W	R	10	4	14	71%
ANDERSON	FRED	R	HD 20	GREAT FALLS	R	R	R	W	R	W	R	R	R	E	R	R	W	W	9	4	13	69%
KRAUTTER	JOEL	R	HD 35	SIDNEY	R	R	R	W	R	W	R	R	R	R	R	W	W	W	9	5	14	64%
LOGE	DENLEY	R	HD 14	SAINT REGIS	R	R	R	W	R	W	R	R	R	R	W	R	W	W	9	5	14	64%
MOORE	FREDERICK (ERIC)	R	HD 37	MILES CITY	R	R	R	W	R	W	R	R	R	R	R	W	W	W	9	5	14	64%
READ	JOE	R	HD 93	RONAN	R	R	R	W	R	W	R	R	W	R	R	R	W	W	9	5	14	64%
BARTEL	DAN	R	HD 29	LEWISTOWN	R	W	E	W	R	W	R	R	E	E	E	R	E	E	5	3	8	63%
DURAM	NEIL	R	HD 2	EUREKA	R	R	W	W	R	R	W	R	W	R	R	R	W	W	8	6	14	57%
FLEMING	FRANK	R	HD 51	BILLINGS	R	R	R	W	W	W	R	R	W	R	R	R	W	W	8	6	14	57%
HERTZ	GREG	R	HD 12	POLSON	R	W	R	W	R	W	R	R	W	R	R	R	W	W	8	6	14	57%
KNUDSEN	CASEY	R	HD 33	MALTA	R	W	R	W	R	W	R	R	W	R	R	R	W	W	8	6	14	57%
KNUDSEN	RHONDA	R	HD 34	CULBERTSON	R	W	R	W	R	W	R	R	W	R	R	R	W	W	8	6	14	57%
RICCI	VINCE	R	HD 55	LAUREL	R	R	R	W	R	W	R	R	W	R	W	R	W	W	8	6	14	57%
VINTON	SUE	R	HD 56	BILLINGS	R	W	R	W	R	W	R	R	W	R	R	R	W	W	8	6	14	57%
GALT	WYLIE	R	HD 30	MARTINSDALE	R	W	R	W	R	W	R	R	W	R	W	R	W	W	7	7	14	50%
MANDEVILLE	FORREST	R	HD 57	COLUMBUS	R	W	R	W	W	W	R	R	W	R	W	R	R	W	7	7	14	50%
MERCER	BILL	R	HD 46	BILLINGS	R	R	W	W	R	W	R	E	W	R	R	W	W	W	6	7	13	46%
DUNN	DAVID	R	HD 9	KALISPELL	R	R	R	W	W	W	W	R	W	R	W	R	W	W	6	8	14	43%
FULLER	JOHN	R	HD 8	KALISPELL	R	R	R	W	W	W	W	R	W	R	R	W	W	W	6	8	14	43%
GUNDERSON	STEVE	R	HD 1	LIBBY	R	W	R	W	W	W	R	R	W	R	W	R	W	W	6	8	14	43%
KASSMIER	JOSHUA	R	HD 27	FORT BENTON	R	W	R	W	E	W	E	R	W	R	R	W	W	W	5	7	12	42%
GLIMM	CARL	R	HD 6	KILA	R	W	W	W	W	W	R	R	W	R	W	R	W	E	5	8	13	38%

LastName	FirstName	Party	Districts	City	HB 159	HB 175	HB 211	HB 325	HB 351	HB 357	HB 387	HB 638	HB 658	SB 60	SB 92	SB 234	SB 304	SB 338	# of R	# of W	Total Votes	Score
WEBB	PEGGY	R	HD 43	BILLINGS	R	W	R	W	R	W	W	R	W	E	W	R	W	W	5	8	13	38%
MORTENSEN	DALE	R	HD 44	BILLINGS	R	A	R	A	E	A	E	E	W	R	W	W	W	R	4	7	11	36%
BEARD	BECKY	R	HD 80	ELLISTON	R	W	R	W	W	W	W	R	W	R	W	R	W	W	5	9	14	36%
BROWN	BOB	R	HD 13	THOMPSON FALLS	R	W	R	W	W	W	R	R	W	R	W	W	W	W	5	9	14	36%
DOANE	ALAN	R	HD 36	BLOOMFIELD	R	W	R	W	W	W	R	W	W	R	W	R	W	W	5	9	14	36%
LENZ	DENNIS	R	HD 53	BILLINGS	R	W	R	W	W	W	W	R	W	R	W	R	W	W	5	9	14	36%
MOORE	TERRY	R	HD 54	BILLINGS	R	W	W	W	R	W	W	R	W	R	R	W	W	W	5	9	14	36%
REDFIELD	ALAN	R	HD 59	LIVINGSTON	R	W	W	W	R	W	R	W	W	R	W	R	W	W	5	9	14	36%
SKEES	DEREK	R	HD 11	KALISPELL	R	W	W	W	W	W	R	R	W	R	W	R	W	W	5	9	14	36%
WHITE	KERRY	R	HD 64	BOZEMAN	R	W	R	W	W	W	R	R	W	W	W	R	W	W	5	9	14	36%
BERGLEE	SETH	R	HD 58	JOLIET	R	W	R	W	W	W	W	W	E	R	R	W	W	W	4	9	13	31%
SHELDON-GALLOWAY	LOLA	R	HD 22	GREAT FALLS	R	W	W	W	W	W	W	R	W	R	W	R	E	W	4	9	13	31%
ZOLNIKOV	DANIEL	R	HD 45	BILLINGS	W	W	R	W	R	W	R	W	E	R	W	W	W	W	4	9	13	31%
NOLAND	MARK	R	HD 10	BIGFORK	R	W	W	W	W	W	R	R	W	R	W	W	W	W	4	10	14	29%
USHER	BARRY	R	HD 40	BILLINGS	R	W	R	W	W	W	W	R	W	W	W	R	W	W	4	10	14	29%
MANZELLA	THERESA	R	HD 85	HAMILTON	W	W	W	W	W	W	W	W	W	R	W	R	W	W	2	12	14	14%
REGIER	MATT	R	HD 4	COLUMBIA FALLS	R	W	R	W	W	W	W	W	W	W	W	W	W	W	2	12	14	14%
TSCHIDA	BRADLEY	R	HD 97	MISSOULA	R	W	W	W	W	W	W	R	W	W	A	W	W	W	2	12	14	14%
BURNETT	TOM	R	HD 67	BOZEMAN	R	W	W	W	W	W	W	W	W	W	W	W	W	W	1	13	14	7%
DEVRIES	GREG	R	HD 75	JEFFERSON CITY	W	W	W	W	W	W	W	W	W	W	W	R	W	W	1	13	14	7%


Summer 2019 | P.16

STATE EMPLOYEE LABOR MANAGEMENT TRAINING

Over 200 MFPE member leaders and state agency representatives from Wibaux to Missoula and places in-between attended the first ever Labor-Management Practices Training on May 15th. The one-of-a-kind event was put on by MFPE and the State Office of Labor Relations.



The training included sessions on the basics of labor relations, union rights, the Janus Decision, collective bargaining agreements, the bargaining process, and due process.

"Our State Employee Labor Management Summit brought together over 200 MFPE members and managers to learn about due process, contracts and collective bargaining," said MFPE Deputy Executive Director Quint Nyman. "These are important conversations to have with both parties in the room to ensure there is mutual understanding. This year's summit was an enormous success and we hope to make this an annual event." 

MFPE MEMBERSHIP PAYS!

MFPE provides members with a broad range of special discounts and benefits that can help you and your family save hundreds of dollars each year. Our member deals and discounts provide for insurance, entertainment, shopping, travel, and much more. MFPE provides these member discounts to ensure that you are supported and able to achieve success at home, on the job, and in your free time.

Learn more at
mfpe.org/memberbenefits

View your full NEA Benefits at
neamb.com

View your full AFT Benefits at
aft.org/benefits

