

**COLLECTIVE BARGAINING AGREEMENT**

**between**

**STATE OF MONTANA**

**MONTANA HISTORICAL SOCIETY**

**and**

**MONTANA FEDERATION OF HISTORICAL SOCIETY**

**WORKERS**

**LOCAL #4367, MFPE**

**2023-2025**

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**COLLECTIVE BARGAINING AGREEMENT**  
between  
**STATE OF MONTANA**  
**MONTANA HISTORICAL SOCIETY**  
and  
**MONTANA FEDERATION OF HISTORICAL SOCIETY WORKERS**  
**LOCAL #4367, MFPE**

THIS AGREEMENT is made and entered into by the State of Montana, Montana Historical Society, hereinafter referred to as "Employer," and the Montana Federation of Historical Society Workers, Local #4367, Montana Federation of Public Employees MFPE, hereinafter referred to as the "Federation."

It is the intent and purpose of this Agreement to assure sound and mutually beneficial working relationships between the Employer and its employees; to provide an orderly and peaceful means of resolving grievances involving the interpretation or application of the terms of this Agreement; to prevent interruption of work and interference with the efficient operation of the State of Montana; and to set forth herein a complete Agreement between the parties concerning conditions of employment.

**ARTICLE 1.**  
**RECOGNITION**

The Employer hereby recognizes the Federation as the exclusive representative of all State employees of the Montana Historical Society, excluding part-time employees working less than 18 hours per week, seasonal or temporary who work less than six contiguous months, those otherwise excluded by way of occupying managerial, supervisory, or confidential positions, and any employees covered by other collective bargaining agreements.

**ARTICLE 2.**  
**FEDERATION RIGHTS**

Section 1. Upon written request, the Employer shall make available all public information relevant to negotiations or necessary for the proper enforcement of this Agreement.

Section 2. One Federation member designated by the President shall be granted paid release time, including per diem and travel, if applicable, to attend the Employer's Board of Trustees meetings. The Employer will distribute minutes of these meetings to employees in a timely manner.

Section 3. The Federation shall be granted 16 hours of release time each year to attend Federation business. The Federation may choose to divide the total release time among more than one designated member of the bargaining unit, provided Management is notified in advance and the release time is arranged through normal leave request procedures.

Section 4. The Employer shall permit the Federation representative or members designated by the President to visit work sites to investigate working conditions, employee complaints, or grievances relating to the terms and conditions of this Agreement.

Section 5. Whenever members of the bargaining unit are scheduled by the Employer to participate during working hours in conferences, meetings, or negotiations respecting the collective bargaining agreement, they shall be granted the necessary paid release time.

Section 6. An original draft of all agreements and addenda thereto between the parties shall be prepared by the Employer and copies shall be produced and distributed by the Federation to each employee covered by the Agreement.

Section 7. An employee, on a case-by-case basis, may authorize up to two Federation representatives to inspect the employee's personnel file. A signed copy of each authorization will be provided to the Employer prior to the inspection.

Section 8. An employee is entitled to have a Federation representative present at an investigatory interview by the Employer if the employee reasonably believes that disciplinary action might result.

Section 9. The Federation shall have the right to adequate space on bulletin boards for posting notices and shall have access, subject to availability, to a meeting room on the Employer's premises. The Federation shall have the right to utilize the State's e-mail system for the purpose of posting and communicating electronic notices. The Federation will comply with all State policies and practices regarding the appropriate use of electronic communications. Under no conditions shall the e-mail system be used to promote or oppose political candidates, ballot issues or referenda.

Section 10. The Federation shall provide written notification as to the identity of the President of the bargaining unit within 30 days of election or a change of office which occurs without an election.

Section 11. The Employer will notify the Federation of any newly hired employee within seven calendar days.

### **ARTICLE 3. MANAGEMENT RIGHTS**

The Federation recognizes the prerogatives of the Employer to operate and manage its affairs in such areas as, but not limited to:

- A. Directing employees.
- B. Hiring, promoting, transferring, assigning, and retaining employees.
- C. Relieving employees from duties because of lack of work or funds, or under conditions where continuation of such work would be inefficient or non-productive.
- D. Maintaining the efficiency of government operations.

- E. Determining the methods, means, job classifications, and personnel by which the Employer's operations are to be conducted.
- F. Taking whatever actions may be necessary to carry out the missions of the Employer in situations of emergency.
- G. Establishing the methods and processes by which work is performed.

Such rights are retained by the Employer unless specifically relinquished in this Agreement. The Employer further retains the right to develop and modify policies in support of such rights including but not limited to those related to performance evaluation, hiring and termination from employment, only to the extent that these rights do not, in any way, hinder the duty to bargain over mandatory subjects.

#### **ARTICLE 4. FEDERATION SECURITY**

Section 1. Any employee covered by this Agreement as of its ratification, and who is a member of the Federation shall not be required to remain a member.

TA - Section 2. Upon receipt of written authorization from an employee covered by this Agreement, the Employer agrees to deduct Federation dues. The Employer will remit such dues to the Montana Federation of Historical Society Workers, Local #4367, MFPE, at their address within 15 calendar days following the month in which the deductions are made.

TA - Section 3. Any change in the Federation dues shall be certified to the Employer in writing by an authorized officer of the Federation at least 30 days prior to the proposed effective date.

Section 4. The Federation will indemnify, defend, and hold the Employer harmless against any and all claims, suits, judgments, and damages arising from the application of this Article.

#### **ARTICLE 5. NON-DISCRIMINATION**

TA - Section 1. No member of the bargaining unit shall be discharged or discriminated against for upholding Federation principles. The Employer and the Federation affirm their joint opposition to any discriminatory practices in connection with employment, promotion, or training, remembering that the public interest requires the full utilization of the employees' skills and ability without regard to race, color, creed, national origin, age, sex, sexual orientation, or gender identity.

Section 2. In accordance with the provisions of the Governmental Code of Fair Practices, the Employer shall recruit, appoint, assign, train, evaluate, and promote its employees

without regard to race, color, religious creed, political ideas, sex, age, marital status, physical or mental handicap, national origin, and ancestry.

Section 3. The Employer agrees to investigate and respond to employee allegations of unfair treatment by supervisors in accordance with Historical Society policy.

## **ARTICLE 6.** **LABOR/MANAGEMENT RELATIONS COMMITTEE**

Section 1. The Employer and the Federation agree to the establishment of a Labor/Management Relations Committee which shall meet to discuss concerns of both parties and to foster improved communications between the Employer and the members of the bargaining unit. The Committee shall meet at the request of either party. Labor/Management Relations Committee meetings are not negotiations and cannot add to, subtract from, or otherwise modify the terms of the Collective Bargaining Agreement. Professional development shall be a standing agenda item at the LMC meetings for the term of this contract.

Section 2. The Committee shall be composed of no more than three members appointed by the Employer, and no more than three members appointed by the Federation.

Section 3. The Committee shall meet at a mutually agreed time and date.

Section 4. Employees shall be granted paid release time to attend Labor/Management Relations Committee meetings if the meetings are scheduled during normal working hours.

Section 5. Five working days prior to the agreed meeting date each party shall provide the other with a list of items which it wishes to discuss. The requirement, however, may be waived by mutual agreement.

## **ARTICLE 7.** **JOB SECURITY**

Section 1. A permanent employee is one who has successfully completed the six-month probationary period. No permanent employee shall be disciplined, suspended, or discharged except for just cause.

Section 2. The Employer shall provide the employee with a copy of the disciplinary action.

TA – Section 3. Any disciplinary actions of a permanent employee, except oral warnings, may be appealed through the grievance procedure. Written reprimands may be grieved but may not be submitted to final and binding arbitration.

Section 4. During the probationary period, the Employer may discharge an employee at any time for any job-related reasons. The probationary period may be extended one time for up to three months with notification to the Federation.

TA – Section 5. No bargaining unit position shall be filled by an employee funded by work-study, workfare, work-release without concurrence of the Federation.

Section 6. No bargaining unit member shall be laid off or suffer an involuntary reduction in work hours as a result of the assignment of bargaining unit work to individuals hired as independent or personal services contractors.

## **ARTICLE 8. SENIORITY AND LAYOFF**

Section 1. Laid-off employees are entitled to the benefits of the State Employees Protection Act in accordance with 2-18-1203, M.C.A.

### **SENIORITY**

Section 1. Seniority is defined as the length of continuous service in a bargaining unit position since the last date of hire.

Section 2. Seniority shall be recognized after a six-month probationary period. At the end of the probationary period, seniority shall accrue retroactively to the date of hire.

Section 3. Seniority shall terminate for any of the following reasons:

- A. voluntary termination of employment;
- B. failure to return to work from a layoff, provided the employee has 15 working days' notice of recall; or
- C. discharge for cause.

Section 4. Seniority shall be considered unbroken for all layoffs not exceeding one year and for all approved leaves of absence.

### **LAYOFF**

Section 1. The Employer shall give the Federation and the employee 15 working days advance notice and an opportunity to comment on any layoff (except for temporary layoffs caused by emergencies), including a list of employees affected.

Section 2. In order to avoid layoffs, the Employer may seek voluntary reductions in employee work hours or leaves without pay.

Section 3. In selection of employees for layoff, the Employer's program objectives and seniority within the class series shall be the determining factors. Recall from layoff shall be in the reverse order.

Section 4. If program objectives permit, no permanent employee shall be laid off while temporary or probationary employees within the class series are retained.

Section 5. In recalling employees, the Employer shall send a certified return-receipt letter to the last address provided to the Employer by the employee, with a copy to the Federation. The letter shall state the employee has 10 working days in which to notify the Employer of his/her intent to return to work. If the Employer does not receive a response within 10 working days of sending the letter to the employee's last address, the employee's recall right to the position is forfeited. This recall method shall be followed for a period of up to one year following the date of the layoff.

## **ARTICLE 9.**

### **GRIEVANCE AND ARBITRATION**

Section 1. Having a desire to create and maintain labor relations harmony between them, the parties hereto agree that they will promptly attempt to adjust all disputes involving the interpretation and application or alleged violations of a specific section of the Agreement. The grievance procedure, as set forth in this Article, shall be utilized to resolve grievances.

Section 2. In the event an employee desires to process a grievance under the terms of this Article, it is presumed that the employee has waived the State Grievance Procedure option.

#### Section 3. The Grievance Procedure.

- STEP 1      Any dispute involving the interpretation, application, or alleged violation of a specific provision of this Agreement shall (hereinafter, grievance) be taken up with the employee's immediate supervisor, within 15 working days of the occurrence of the grievance. The immediate supervisor shall have five working days to respond. All grievances must be discussed with the immediate supervisor, who shall be given an opportunity to attempt a resolution.
- STEP 2      If the grievance is not resolved informally at Step 1, a formal grievance may be presented in writing within ten working days from the receipt of the immediate supervisor's response at Step 1, to the Director of the Montana Historical Society. The Director, at this Step, shall have ten working days from receipt of the grievance to respond in writing.
- STEP 3      Should the grieving employee and the Federation consider the decision of the Director to be unsatisfactory, the Federation may, within 15 working days of receipt of such decision, notify the Director and the Chief Labor Negotiator of its decision to take the grievance to final and binding arbitration.



#### Section 4. Rules for Grievance Processing.

- A. Time limits of any stage of the grievance procedure may only be extended by written mutual agreement of the parties at that Step.
- B. The grievance not filed or advanced by the grievant within the time limits provided, shall be deemed permanently withdrawn as having been settled on the basis of the decision most recently received. Failure on the part of the Employer's representative to answer within the time limits set forth in any step will entitle the employee to proceed to the next step.
- C. A grievance shall be presented in writing and shall include a statement of the grievance, when the grievance occurred, the facts upon which it is based, and a statement of which rights and contract provisions the individual claims have been violated and the remedy or correction requested.
- D. Upon mutual agreement of both parties, and if the conditions warrant such action, the grievant may bypass Step 1 of the procedure and grieve directly to the Director and the Montana Historical Society.
- E. The term "Supervisor", when used in this Article, shall mean: The first person in the employee's chain in command, but not in the bargaining unit, that exercises supervisory control and authority over that employee and the duties/responsibilities of the employee's position.
- F. The term "Federation Representative", when used in this Article, shall mean: Any Federation designee' upon whom the President of the Union has conferred the authority to act for the Federation or the State Federation Representative.
- G. The Federation representative shall have the right to participate in any meeting of the Employer and the grieving employee(s) which is invoked in accordance with the provisions of this grievance procedure.
- H. The Federation shall have the right to grieve the adoption of any rule, regulation, or policy which violates any specific provision of this Agreement.

#### Section 5. Rules for Arbitration.

- A. Within ten working days of the receipt of the Federation's notice of its intent to arbitrate a grievance, the parties shall call upon the Federal Mediation and Conciliation Service for a list of seven potential arbitrators.
- B. Each party will be entitled to strike names from the list in alternate order, with the Federation striking the first name, and the name so remaining shall be arbitrator. The arbitrator shall render a decision within 30 calendar days of the hearing and that decision shall be final and binding.

C. The parties agree to share equally the cost of the arbitrator. In the event one of the parties wants transcripts from the proceedings of the arbitration, the party requesting the transcripts shall pay all costs. Should both parties want transcripts, the parties shall share the cost equally.

D. The arbitrator may not add to, subtract from, or modify the terms of this Agreement.

E. The decision and award of the arbitrator shall set forth Findings of Fact, Discussion, and the Award. However, the parties may mutually agree to waive this provision and request a bench decision of the arbitrator which shall be final and binding on the parties.

## **ARTICLE 10. WORKING CONDITIONS**

Section 1. All employees covered by this Agreement shall be classified and compensated according to the Broadband Pay Plan in Addendum A.

Section 2.

A. **Workday.** A full-time workday normally consists of eight hours. A meal period will be allowed that will normally be one hour in length, and which shall not be counted as part of the hours of a workday. Two 15-minute duty-free rest breaks per day are available to the employee.

B. **Work Week.** A full-time work week shall normally consist of five consecutive workdays with two consecutive days off. However, an alternative work week may be designated by the Employer, provided that the total work week does not exceed 40 hours. The Employer agrees to make every effort possible to reach mutual agreement with the affected employee(s) in designating an alternative work week. However, if agreement proves impossible, the Employer will assign employees on the basis of program objectives and seniority. Management will provide an employee ten working days notice in the event the alternative work week needs to be permanently changed.

C. Employees who work over 40 hours per week will have the choice of accruing compensatory time or flexing their hours. Flex time requests will be granted unless the request creates an adverse impact on operations.

D. Overtime exempt employees, who with supervisor approval, work over 40 hours in a work week, will receive compensatory time on an hour-for-hour basis.

1. Compensatory time may be accumulated up to a maximum of one hundred twenty (120) hours.

2. Compensatory time shall be taken at a time mutually agreeable to the Employer and the employee.

E. Non-exempt employees shall be compensated for all time worked in excess of a 40-hour work week according to the following provisions:

1. For all hours so worked, employees shall receive one and one-half times their regular hourly rate. With Management approval, employees may elect to receive compensatory time at a rate of one and one-half times each hour so worked over their designated workday. Annually, employees may change their election by informing the Employer between June 1 and July 1.

a. Non-exempt employees may accumulate compensatory time up to a maximum of 240 hours and shall be cashed out, upon termination, at the employee's average regular rate of pay for the final three years of employment or the final regular rate received by the employee, whichever is higher. The Employer, however, reserves the right to cash out an employee at any time.

b. Compensatory time off shall be taken at a time agreeable to the employee and the Employer. However, no employee shall be denied reasonable access to utilize compensatory time.

2. Should an employee be scheduled to work on a holiday, he or she shall be granted another day off at a time mutually agreeable to the employee and the Employer.

3. Sick leave, annual leave, and holidays shall constitute time worked when computing overtime credits.

4. Employees who are absent from work for an approved reason other than illness during their normal working hours shall normally be allowed to make up the time missed at some other time during the work week.

F. If an employee is unavoidably detained from working her/his regularly scheduled work hours because of such situations as inclement weather conditions or immediate family illness, the Employer may mutually agree to a flexible work schedule in order to make up the time lost due to the unavoidable circumstances.

Section 3. Upon request of one or more bargaining unit members, the Employer may implement a job-sharing position in accordance with State law.

Section 4. **Acting Appointments.** An acting appointment is a short-term appointment made to a supervisory or managerial position to provide continuity in the absence of the supervisor or manager. The acting appointment shall be limited to 30 calendar days and no pay adjustment shall be made for an acting appointment, except if an individual appointment exceeds 30 days, the employee shall receive a temporary promotion and be paid retroactively at the higher rate.

Section 5. No employee shall routinely be required to perform duties not specified in his or her job description, understanding that under unusual circumstances, employees may be required to perform non-job-related duties.

Section 6. Any employee called back to work shall be compensated for a minimum of two hours of work.

Section 7. All bargaining unit members shall be entitled to two hours per week to study within the field(s) of their employment or profession. These hours will not be cumulative and, unless prior management approval is obtained, must be used within Society facilities. Should the press of business require, the hours will be foregone to accomplish Society operational objectives.

## **ARTICLE 11.** **JOB POSTING**

Section 1. Whenever a vacancy or newly created position occurs, the Employer shall prepare a job posting notice and post such notice at designated sites at the workplace. The Employer shall also send out notices via e-mail to all employees.

Section 2. Job posting notices shall be posted for at least five working days. Such notices shall include a general statement of principal job duties, minimum qualifications, salary range, selection procedure, and shall state where interested employees are to make application and the cutoff date for application submittal. It is understood that the contents of the posting notice constitute the basis upon which a position is awarded.

Section 3. It is understood by the parties to this Agreement that members of the bargaining unit should be given preference in hiring for vacancies and newly created positions if bargaining unit members' qualifications are substantially equal to those of other candidates. Where two or more candidates from the bargaining unit are equally qualified for the position, seniority shall be the determining factor when the job is awarded.

Section 4. A current employee who is selected for another position shall resign from the previous position upon accepting the new position.

## **ARTICLE 12.** **COMPENSATION**

Section 1. All employees covered by this Agreement shall be paid in accordance with the Broadband Pay Plan contained in Addendum A.

Section 2. All compensation and benefits will be administered in accordance with applicable statute, policy, classification rules and pay plan rules under the State of Montana Operations Manual (MOM).

Section 3. Employees are eligible for longevity pay in addition to their base salary in accordance with 2-18-304 M.C.A.

Section 4. The employer, at their discretion, may pay a new employee above the entry level for the particular job code listed in Appendix A of this agreement. Should the pay rate for a new employee exceed the pay rate for an existing employee in the same job code, the existing employee shall receive a pay increase equal to or greater than the pay rate of the new employee.

The pay increase for the existing employee will go into effect no later than the start date of the new employee. The employer shall notify the Federation within ten working days of the offer to the new hire regarding any pay changes to existing employees or any offers to new employees above the minimum pay rate in Appendix A.

**ARTICLE 13.**  
**GROUP INSURANCE**

Section 1. Health Insurance. Member-paid employee health benefit coverage costs for single member will not increase through plan year 2025. The cost of single-member health benefit coverage will be covered by the state share contribution, after the health incentive is applied. Member contributions, copay amounts, deductibles, coinsurance levels, and maximum out-of-pocket levels for employee-only coverage will not increase through plan year 2025.

**ARTICLE 14.**  
**PUBLIC EMPLOYEES RETIREMENT SYSTEM**

Section 1. The existing program shall continue in full force and effect in accordance with 19-3-101 through 19-3-413, M.C.A.

**ARTICLE 15.**  
**HOLIDAYS**

Section 1. For pay purposes, the following shall be recognized holidays for bargaining unit employees:

New Year's Day .....	January 1
Martin Luther King Jr. Day .....	3rd Monday in January
Lincoln/Washington's Birthday .....	3rd Monday in February
Memorial Day .....	Last Monday in May
Independence Day .....	July 4
Labor Day.....	1st Monday in September
Columbus Day.....	2nd Monday in October
Veterans' Day .....	November 11
Thanksgiving Day .....	4th Thursday in November
Christmas Day .....	December 25
Floating Holiday.....	Each calendar year

The Election Day holiday for state employees that occurs in even years will be replaced with an annual floating holiday, effective January 1, 2024. Each full-time employee is entitled to one floating holiday each calendar year. Each part-time employee is entitled to one floating holiday each calendar year that must be calculated proportionately to the floating holiday allowed to a full-time employee. Unused floating holiday leave expires at the end of each calendar year, does not accrue, and is not paid out to employees on termination of employment.

Section 2. Should the legislature add, delete, or modify the legal holidays this provision shall operate in conformance with such statutory modifications.

## **ARTICLE 16. VACATION LEAVE**

Section 1. Vacation leave shall comply with state law 2-18-611 and 612, M.C.A.

## **ARTICLE 17. MILITARY LEAVE**

Section 1. Military leave shall be granted per 10-1-1009, M.C.A.

## **ARTICLE 18. SICK LEAVE**

Section 1. Sick leave shall comply with state law 2-18-618, M.C.A.

## **ARTICLE 19. JURY DUTY**

Section 1. **Service as a Witness.** Employees summoned to serve as jurors or witnesses shall be granted leave per 2-18-619, M.C.A.

## **ARTICLE 20. MATERNITY AND PARENTAL LEAVE**

Section 1: As provided in 49-2-310 M.C.A., it is unlawful:

- A. to terminate a woman's employment because of her pregnancy;
- B. to refuse to grant the employee a reasonable leave of absence for such pregnancy;
- C. to deny to the employee, who is disabled as a result of pregnancy, any compensation to which she is entitled as a result of the accumulation of disability or leave benefits accrued pursuant to plans maintained by her Employer; provided that

the Employer may require disability as a result of pregnancy to be verified by medical certification that the employee is not able to perform her employment duties;

D. to require that any employee take a mandatory maternity leave for an unreasonable length of time.

## Section 2: Reasonable leave of absence under 49-2-310, M.C.A.

A. Leave may be longer if the employee is unable to perform her job prior to delivery or if there are complications like illness or surgical delivery. If the employer and the employee cannot agree on a reasonable period for maternity leave, the employer shall rely on the judgment of the employee's medical provider.

B. An employee shall not be required to obtain medical certification of a temporary disability for the initial six calendar weeks of leave following the birth of a child. However, the employer may require the employee to provide medical certification to extend the maternity leave beyond the minimum six-calendar-week period. The certification should state that the employee is unable to perform her employment duties and give the estimated duration of the extended leave.

C. The employee is responsible for providing timely, complete, and sufficient medical certification. Employees must provide the certification within fifteen (15) calendar days after the employer's request unless it is not practicable to do so despite an employee's diligent, good-faith efforts.

D. The Employer shall not ask employees probing questions regarding their medical condition that may elicit genetic information about an employee or an employee's family members. See ARM 2.21.4001 *et. seq.*, Non-Discrimination EEO Policy.

E. Nothing in this policy prohibits an employee from voluntarily returning to work sooner than six calendar weeks after the birth of a child.

A. Section 3: Reinstatement: Employees returning to work at the end of a reasonable leave of absence for maternity or parental leave, must be reinstated to her original job or to an equivalent position with equivalent pay and accumulated longevity, retirement, and leave benefits. Section 4: Parental Leave Use Parental leave shall be available to birth fathers immediately following a child's birth or to permanent employees who are adopting a child (2-18-606, MCA).

B. Agency management must approve a reasonable leave of absence not to exceed fifteen (15) working days for parental leave immediately following the birth of a child or placement of a child with the employee for adoption.

C. Agency management may approve less than fifteen (15) working days if they determine the length of leave requested is unreasonable. The employer must provide the employee a written response explaining why the request is

unreasonable. The written notice must also include the length of leave considered reasonable and approved.

D. An agency may require documentation for the use of parental leave. For example, a birth father may need to provide a birth certificate or another document identifying the birth father. Documentation from an adoptive parent may include, but is not limited to, an affidavit of intent to adopt or another agreement indicating a child's placement for adoption.

#### Section 5: Accrued Paid Leave Use

A. Both maternity and parental leaves are unpaid. However, employees may use accrued paid leave concurrently with maternity or parental leave. Employees must request the use of additional leave consistent with state and agency policy applicable to the type of leave requested.

B. The employer may require employees to use accrued sick leave, annual leave, compensatory time, or other accrued paid leave concurrently with maternity or parental leave.

C. State law limits the use of sick leave to fifteen (15) days for birth fathers and adoptive parents (2-18-606, MCA) unless the absence qualifies for the use of sick leave for another reason.

### **ARTICLE 21.** **PROFESSIONAL LEAVE**

Section 1. With Management approval, members of the bargaining unit shall be granted paid release time to attend workshops, seminars, and other meetings deemed to be of benefit to the agency. Professional leave may also be granted to employees for the purpose of engaging in professional study or research.

### **ARTICLE 22.** **LEAVE WITHOUT PAY**

Section 1. A leave of absence without pay may be granted by the Employer upon written request of the employee and with the approval of the Supervisor and Director. The request shall state the reason for the leave of absence and the approximate length of time off the employee desires.

Section 2. A permanent employee injured on the job and eligible for industrial accident benefits shall retain all rights to his/her previously held position and shall be entitled to a leave without pay for a period of six months, following the date of injury. A leave of absence without pay for a period of up to six months shall also be granted to permanent employees with extended illness or disability, and with proper medical certification of both their temporary inability to work and their prospective ability to return to work within a



reasonable time. With management approval, the leave of absence may be extended beyond six months.

Section 3. Before returning to work, the employee must be able to show the Employer, by way of a physician's certificate, that he/she is able to perform the essential duties of the position. In the event that the employee has been on leave without pay for more than 30 calendar days and a temporary employee has been hired to replace the employee, the Employer may require the employee on leave without pay to give two weeks' notice of his/her intent to return to work.

## **ARTICLE 23. SAFETY**

Section 1. Both the Employer and the Federation affirm their commitment to cooperate in the maintenance of a safe and healthful working environment. To that end, any employee complaint concerning a health or safety problem shall be immediately referred to the employee's supervisor and the Federation's safety officer. Should the supervisor and safety officer determine that the problem is substantial and/or a long-term threat to the employee's health and safety, they shall call for an immediate meeting of the Management/Union Relations Committee. The Committee shall make every effort to bring the problem to a satisfactory resolution. Should the resolution prove unsatisfactory, the employee is free to pursue any remedy provided by appropriate state or federal law.

## **ARTICLE 24. EMPLOYEE EVALUATIONS/PERSONNEL FILES**

Section 1. An employee may request to be evaluated a minimum of once each year or his or her supervisor may determine the need to do a performance evaluation. Each employee shall be afforded the opportunity to submit a written rebuttal to any written evaluation and shall be provided with a copy of the evaluation.

Section 2. An employee may inspect or obtain a copy of any document contained in his or her personnel file. No document unfavorable to an employee may be placed in the personnel file without providing the employee an opportunity to review the material and to submit a written rebuttal to it. No employee shall be compelled to sign any document placed in the personnel file.

Section 3. Letters of warning, reprimand, probation or suspension shall be considered temporary contents of a personnel file and shall be removed from the file after one year, unless such documents are related to a current or ongoing disciplinary action, or where they may be pertinent to other current or impending legal or quasi legal proceedings.

## **ARTICLE 25. NO STRIKE/NO LOCKOUT**

Section 1. During the term of this Agreement, the Federation agrees that it will not cause, sanction, or engage in any strike or other interference with the operation of the Employer, except as provided in Article 28.

Section 2. During the term of this Agreement, there shall be no lockout by the Employer.

**ARTICLE 26.**  
**SEVERABILITY**

Section 1. If any provision of this Agreement is declared by the proper legislative or judicial authority to be unlawful, unenforceable, or not in accordance with applicable statutes or ordinances, all other provision of this Agreement shall remain in full force and effect for the duration of this Agreement. Either party may seek to meet and renegotiate the provision declared invalid.

**ARTICLE 27.**  
**ENTIRE AGREEMENT**

Section 1. The parties acknowledge that during negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement.

Therefore, the Employer and the Federation for the duration of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter specifically referred to or covered by this Agreement. This Article shall not be construed to in any way restrict the parties from commencing negotiations under Article 28 or under the applicable law on any succeeding agreement to take effect upon termination of this Agreement.

Section 2. The parties recognize the right of the Employer to promulgate rules and regulations from time to time as deemed necessary insofar as such rules and regulations that affect the members of the bargaining unit covered by this Agreement are not inconsistent with the terms of this Agreement and are not inconsistent with federal laws or laws of the State of Montana.

**ARTICLE 28.**  
**TERM**

Section 1. This Agreement shall be effective as of the 1st day of July 2023, and shall remain in full force and effect until the 30th day of June, 2025. Either party shall notify the other in writing at least 90 days, prior to the expiration date if they desire to modify this Agreement. If the Federation gives such notice, it shall also notify the Chief of the Labor Relations Bureau, in writing, of such requested negotiations at the same time such notice is given to the Employer. Negotiations may begin at any time after notice is provided.

Section 2. The Federation and the Employer agree to meet for pre-budget negotiations on wages and fringe benefits for the 2024-2025 biennium at the earliest reasonable date. The Federation shall have the right to engage in concerted activity after December 1, 2024, for matters pertaining to wages and economic benefits for the 2025-2027 biennium.

Section 3. It is understood that this Agreement shall remain in full force and effect until such time as a new contract is negotiated or until impasse is reached over any item(s) under negotiation by the parties.

DATED this \_\_\_\_\_.

FOR THE STATE:

FOR THE UNION:

\_\_\_\_\_  
Karol Anne Davis, Chief Labor Negotiator  
State Office of Labor Relations

\_\_\_\_\_  
Amanda Curtis, President  
MFPE

\_\_\_\_\_  
Molly Kruckenberg, Director  
Montana Historical Society

\_\_\_\_\_  
Christine Brown,  
President  
MFPE Local #4367

**ADDENDUM A**  
**BROADBAND PAY PROVISIONS**  
**Montana Historical Society – MFPE**

This addendum represents the parties' complete agreement for the 2023-2025 contract term concerning the placement, adjustment, and progression of bargaining unit employees' pay under the broadband pay plan prescribed by Section 2-18-303, MCA.

***Phase 1 Progression of Bargaining Unit Employees' Pay***

**Occupational pay ranges** - Schedule A (attached) contains the Occupational Pay Range Salary Survey as established by the Department of Administration for all bargaining unit employees.

**Longevity** - All pay calculations are calculated on base rates and not inclusive of longevity.

**HB 13 Across the Board Pay Adjustments** - Effective on the first day of the first complete pay period that includes July 1, 2023, the base salary of each employee must be increased by \$1.50 an hour or by 4% whichever is greater. Effective on the first day of the first complete pay period that includes July 1, 2024, the base salary of each employee must be increased by \$1.50 an hour or by 4%, whichever is greater.

**Employer Pay Adjustments** - After the HB 13 statutory increase, employees will be paid at the rate of pay listed in the column titled FY 24 MTHS Proposed Salary in this addendum. If the employee's pay rate is above the rate in column titled FY 24 MTHS Proposed Salary, the employee will not receive an additional increase. New hires will be compensated at a rate no lower than the rates listed in the FY 24 MTHS Proposed Salary column. The Employer Pay Adjustments will be effective July 1, 2023.

Montana Historical Society  
CBA 2023-2025 Occupational Pay Proposal  
MFPE Bargaining Unit Employees  
Employer Pay Adjustments

FY 23 Job Title	Union	Pay Band	FY 23 Base Pay as of 6/17/23	Market Entry	Market Midpoint	Market Maximum	FY 24 MTHS Proposed Salary	FY 24 Salary as % of Entry	FY 24 Salary as % of Midpoint
Editor 2	066	04	\$60,424	\$60,424	\$75,530	\$90,636	\$63,544	105%	84%
Historian 3	066	04	\$57,554	\$58,638	\$70,393	\$82,149	\$60,674	103%	86%
Archivist 2 (Senior)	066	04	\$47,549	\$46,594	\$55,936	\$65,277	\$58,240	125%	104%
Museum Technician 1	066	05	\$54,558	\$55,082	\$68,853	\$82,624	\$57,678	105%	84%
Archivist 2	066	04	\$41,454	\$46,594	\$55,936	\$65,277	\$54,912	118%	98%
GIS Specialist I	066	06	\$40,373	\$45,724	\$57,155	\$68,586	\$54,912	120%	96%
Historian 2	066	04	\$47,050	\$47,385	\$56,885	\$66,385	\$54,912	116%	97%
Photographer 2	066	04	\$43,271	\$58,017	\$69,648	\$81,279	\$54,912	95%	79%
Graphic Designer 2	066	04	\$49,173	\$52,552	\$63,087	\$73,623	\$54,226	103%	86%
Education Library All Other	066	04	\$51,106	\$24,300	\$29,172	\$34,044	\$54,226	223%	186%
Public Relations Specialist 1	066	05	\$49,171	\$50,841	\$63,551	\$76,261	\$53,955	106%	85%
Program Specialist 1	066	03	\$39,567	\$46,362	\$57,952	\$69,543	\$53,955	116%	93%
Purchasing Technician 1	066	03	\$36,067	\$35,135	\$42,179	\$49,223	\$49,223	140%	117%
Librarian 1	066	04	\$44,894	\$45,626	\$54,773	\$63,920	\$48,014	105%	88%
Accountant Tech	066	03	\$42,557	\$28,116	\$33,753	\$39,389	\$46,717	166%	138%
Grants Contracts Coordinator 1	066	05	\$42,515	\$40,781	\$50,977	\$61,172	\$45,635	112%	90%
Program Officer 1	066	04	\$41,267	\$38,478	\$48,098	\$57,718	\$44,387	115%	92%
Administrative Assistant 3	066	03	\$34,736	\$37,218	\$44,679	\$52,140	\$37,856	102%	85%
Security Guard 1	066	03	\$29,224	\$32,070	\$38,500	\$44,929	\$37,440	117%	97%
Tour Guide 1	066	02	\$29,224	\$24,096	\$28,927	\$33,758	\$35,610	148%	123%
Library Assistant 1	066	02	\$25,480	\$25,567	\$30,693	\$35,819	\$31,200	122%	102%
Historian 1	066	04	N/A	\$35,539	\$42,664	\$49,788	\$35,411	100%	83%
IT Systems Support 2	066	04	N/A	\$53,749	\$64,524	\$75,300	\$53,555	100%	83%
Librarian 2	066	04	N/A	\$57,032	\$68,466	\$79,900	\$56,827	100%	83%
Project Management Specialist 1	066	06	N/A	\$54,853	\$68,566	\$82,279	\$56,910	104%	83%
Sales Associate 1	066	01	N/A	\$23,702	\$27,243	\$30,785	\$22,612	95%	83%
Sales Associate 2	066	01	N/A	\$26,814	\$30,821	\$34,827	\$25,581	95%	83%
Tour Guide 2	066	02	N/A	\$30,120	\$36,159	\$42,198	\$30,012	100%	83%