

2026-2027 MFPE Legislative Program

Adopted by the 2026 Annual Conference



Public Programs & Services

MFPE **supports** legislation to

- Fund a collectively bargained state and university employee pay plan that pays at minimum 100% of market rate, includes career ladders, and minimizes employee out-of-pocket health insurance costs.
- Provide public employees with additional paid leave.
- Fund full staffing of state and local government services.
- Adopt more robust longevity increments.
- Adopt cost of living adjustment increments.
- Implement or maintain workload or caseload caps and fund staff positions as necessary.
- Ensure worker voice to govern human-centered artificial intelligence (AI).

MFPE **opposes** legislation to

- Privatize, fully automate, or dehumanize public programs and services.
- Limit or deny opportunities for public employees to serve in public office.
- Cap state employee salaries and/or benefits.
- Further diminish staffing of state and local government services.
- Reclassify state employee positions.
- Fill positions by appointment rather than qualification-based hiring practices.
- Eliminate or limit qualified immunity or due process rights for public employees.

Public Education

MFPE **supports** legislation to

- Provide state funded public education opportunities to all pre-k school age children.
- Qualify eligible classified school employees for unemployment insurance during school year breaks.
- Increase annual stipends for school district employees who earn National Board Certification or other nationally recognized advanced certification.
- Incentivize public school employees to pursue nationally recognized certification.
- Include state-funded stipends as pensionable.
- Provide state funding to build, maintain, and improve public schools and facilities.
- Increase state funding to pay competitive salaries.
- Mandate compulsory enrollment from age 6 to age 18 or completion of high school diploma or equivalent.

- Provide and fund 2-years of tuition-free education options at Montana’s publicly funded institutions.
- Increase funding for public higher education.
- Increase public funding for all students from 3 to 21 years of age.
- Make the Montana University System 6-mill levy permanent.
- Increase funding for mental health services in public schools.
- Remove or increase the cap on inflationary funding for public education.

MFPE **opposes** legislation to

- Invest public revenues in private schools, including private charter and home schools.
- Dictate school accreditation and teacher licensure standards, curricula, and methods of instruction.
- Limit or infringe upon academic freedom.
- Authorize school districts to employ non-licensed persons as professional educators.
- Diminish or repeal Montana educator tenure.
- Circumvent the federal Gun Free Schools Act.
- Infringe on the constitutional authority of education boards.

Union Rights

MFPE **supports** legislation to

- Protect employees' security, safe working conditions, privacy, and health.

MFPE **opposes** legislation to

- Impede the right of all public and private sector employees to organize and bargain collectively.
- Repeal fair share negotiated provisions and/or exclusive representation.
- Prohibit payroll deduction of union dues.
- Limit access to member-led professional development opportunities.

Taxation

MFPE **supports** legislation to

- Create and maintain a state tax system that is adequate, equitable, balanced, simple, progressive, and universal.

MFPE **opposes** legislation to

- Eliminate, cap, or significantly reduce revenue sources without replacement revenue.
- Limit a local government’s ability to fund local priorities.
- Shift property tax responsibility to primary residential properties.

Retirement

MFPE **supports** legislation to

- Increase state funding of the Montana University System Retirement Plan.
- Guarantee the continued stability of Montana's public pensions systems.
- Fund an increase to the guaranteed annual benefit adjustment for employees.

MFPE **opposes** legislation to

- Eliminate or diminish public employee defined benefit retirement plans.
- Reduce or eliminate guaranteed annual benefit adjustments in public employee pensions.

Health Care

MFPE **supports** legislation to

- Expand Medicaid to all eligible Montana citizens without work requirements.
- Support the public pre-k-12 school employee health care insurance risk pool and minimize employee out-of-pocket.
- Expand access to state health clinics.
- Expand access to and fully fund public mental healthcare services.
- Guarantee access to affordable, comprehensive, quality healthcare.
- Expand and fund mental health care for public employees in response to job-related trauma.

MFPE **opposes** legislation to

- Create or implement public health policies that lack support of healthcare professionals.

Constitutional and Voting Rights

MFPE **supports** legislation to

- Require rigorous petition gathering processes of efforts to qualify 3rd parties for general election ballot status.
- Modernize Montana elections, including promoting mail balloting, expanding polling locations, and adopting online and/or automatic voter registration.

MFPE **opposes** legislation to:

- Deny or impede any eligible citizen's right to register and vote.
- Deny or impede any citizen's right and ability to participate in our Democracy.
- Infringe on the constitutional separation of powers outlined in Article III.
- Politicize any nonpartisan election or office.
- Infringe on constitutional authority.

Public Lands

MFPE **opposes** legislation to:

- Transfer federal public property to state or private ownership.
- Restrict or eliminate public access to state and federal land and water.