

BY THE NUMBERS: MFPE MEMBERS BARGAINING THE PAY PLAN

REAL PEOPLE. REAL PRIORITIES. A STRONGER MONTANA.

550

STATE EMPLOYEES
HAVE SHARED THEIR VOICE
survey responses and counting!



WAGES
HEALTH CARE
LEAVE
RETENTION
STRONGER PUBLIC SERVICES

Your input is shaping our
bargaining proposals.



*"State employees do work
that matters for families and
our economy. Our wages and
benefits must reflect our
critical work."*

OUR BARGAINING TEAM

STATE EMPLOYEES. MANY AGENCIES. ONE VOICE.



Mark Stiffler, DOR | Genevieve (Genie) Zeck, OPI | Shawn Self, DOR (Liquor Warehouse)
John Kaleczyc, DOJ DCI | Chelsey Handford, DPHHS CFS | Shanni Berry, FP HHS
Leighton Wiegler, DLI | Lindsey Mick, Historical Society | Mariah Perry, Motor Carrier Services
Nicholas Beckstrom, State Library | Susan Menicucci Schimming, State Prison | Kristine Vlado, MPERA
Michelle Wheat, MDT | Jason Ness, Women's Prison | Tiffany Bjornemo, State Hospital
Kate Darnell, Probation and Parole | Spiro Mack, Motor Carrier Services | Lance Wetzel, Policy & Risk Management
Lisa Tucker, DEQ | Sonya Andersen, Fish & Wildlife | Sara Murphy, Office of Public Assistance
Tia Goetsch, Mental Health Nursing Care Center | Brady Schwertfeger, UM FOCUS | Joseph Hancock, MSU FOCUS
Joy Honea, MSU-Billings Faculty Association

MFPE MEMBERS' 1ST PROPOSAL!

INVESTING IN THE PEOPLE WHO SERVE MONTANA



WAGES

Increase base pay by \$3.00 per hour or 6%,
whichever is greater, each year of the biennium.



HEALTH CARE

In 2027, maintain current employee premiums,
limit deductible increases to \$1,500 and max. out
of pockets to \$5,000 (individual) and \$10,000
(family) vs. the current DOA proposal of \$3,000
deductibles and max out of pockets of \$8,000
(individual) and \$16,000 (family).



LONGEVITY

Increase longevity by an additional 0.5% at 5 years
and to each additional five year service increment.



LEAVE

Add three (3) additional working days to each
vacation accrual rate.



SICK LEAVE PAYOUT

Increase lump sum payment upon separation to one
half the pay attributed to accumulated sick leave.



TRAVEL

Increase per diem rates from 70% to 85% of the
federal rate.



MUS

Increase the State's share to cover 77% of the cost
of raises for MUS employees.

THREE WAYS YOU CAN GET INVOLVED TODAY!



1 TELL YOUR STORY

Share how the Pay Plan
impacts you, your coworkers
and the work you do.



2 ASK YOUR COLLEAGUES TO JOIN OUR UNION

A stronger union means
a stronger voice at the
bargaining table.



3 ATTEND A WORKSITE MEETING

Learn the latest, ask questions,
and help build momentum
in your workplace.



MFPE.org/ActionTeam

A ONE STOP SHOP
FOR INFORMATION & ACTION!

EMPOWERING MEMBERS. GROWING OUR UNION. STRENGTHENING OUR VOICE.