

**MONTANA FEDERATION OF PUBLIC EMPLOYEES
AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES
LABOR PARTNERS**

SEPTEMBER 17, 2026

Package Proposal #3

1. **Proposal-** Introduce legislation that will amend 2-18-304 M.C.A. Longevity Allowance to increase longevity by an additional .5% at 15 years and to each additional five-year service increment after.

2. **Proposal-** Introduce legislation that will amend 2-18-703 (2) (a), (e) & (f) M.C.A. to increase the employer contribution by an additional 7% of the current employer contribution effective January 1, 2027, and include a \$50,000,000 one-time only infusion to the plan on July 1, 2027.

Additionally, the employer shall increase the employer contribution by 8% each year of the 28-29 biennium.

In addition, Employee contributions for 2027 shall be as follows: Without LLW Incentive Employee only \$60, Employee & Spouse \$318, Employee & Children \$134, Family \$397.

With LLW Incentive Employee only \$0, Employee & Spouse \$198, Employee & Children \$74, Family \$277.

Deductible shall be \$1750

Out-of-Pocket Maximum \$3500 per individual and \$7,000 per family.

The state shall propose legislation in the 2027 legislative session to cap care facility charges.

If the RBC falls below 200% or is above 400% during the 2028/29 biennium, the State agrees to meet with the unions to discuss employee contributions, deductibles, copays and maximum out of pocket amounts.

3. **Proposal-** Introduce legislation that will amend 2-18-303 (3) M.C.A. and increase employee's base salary by \$1.85 per hour or 3.5%, whichever is greater on July 1 of each year of the biennium.

4. **Proposal-** Introduce legislation that will amend 2-18-501 (1) M.C.A. and increase the per diem rates from 70% of the standard federal rate to 80% of the standard federal rate.
5. **Proposal-** Introduce legislation to amend 2-18-603 (3) (a) M.C.A. to increase one (1) floating holiday to two (2) floating holidays effective July 1, 2027 and three (3) floating holidays effective January 1, 2028.
6. **Proposal-** Increase the State's share that provides the MUS with an appropriation sufficient to cover 65% of the cost of the raise for MUS employees in "current unrestricted funds" programs.