

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

SEPTEMBER 10, 2026

Package Proposal #1

1. **Proposal-** Introduce legislation that will amend 2-18-304 M.C.A. Longevity Allowance to increase longevity by an additional .5% at 5 years and to each additional five-year service increment.
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 10% of the current employer contribution effective January 1, 2027.

Additionally, the employer shall increase the employer contribution by 9% 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 \$1500

Out-of-Pocket Maximum \$5000 per individual and \$10,000 per family.

Should reserves fall below 300% of the ACL, the State agrees to meet with the parties to this agreement prior to any proposed increases to employees.

3. **Proposal-** Introduce legislation that will amend 2-18-303 (3) M.C.A. and increase employee's base salary by \$3.00 per hour or 6%, 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 85% of the standard federal rate.
5. **Proposal-** Introduce legislation to amend 2-18-612 (1) M.C.A. to increase each vacation accrual rate by three (3) additional working days.

6. **Proposal-** Introduce legislation to amend 2-18-618 (6) M.C.A. to increase the lump sum payment upon separation equal to one half the pay attributed to accumulated sick leave.

7. **Proposal-** Increase the State's share that provides the MUS with an appropriation sufficient to cover 77% of the cost of the raise for MUS employees in "current unrestricted funds" programs.