

2025 – 2027

COLLECTIVE BARGAINING AGREEMENT

between the

**STATE OF MONTANA,
DEPARTMENT OF ADMINISTRATION,
& MONTANA HISTORICAL SOCIETY**

and the

CAPITOL COMPLEX CRAFT COUNCIL

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STATE OF MONTANA, DEPARTMENT OF ADMINISTRATION,
& MONTANA HISTORICAL SOCIETY
and the
CAPITOL COMPLEX CRAFT COUNCIL

PREAMBLE

THIS AGREEMENT made and entered into this 8/18/2025, by and between the State of Montana, Department of Administration and the Montana Historical Society, hereinafter called the "Employer," and the Capitol Complex Craft Council, hereinafter called the "Union," shall constitute a binding "Agreement" governing the covenants and stipulations herein contained.

WHEREAS the agency considers the practices and procedures of collective bargaining as a fair and orderly way of conducting its relations with its employees and, insofar as such practices and procedures are appropriate to the functions and obligations of the Agency acting through its Director, to retain the right effectively to operate in a responsible and efficient manner and are consonant with the paramount interests of the Agency and its employees.

WHEREAS it is the intention of this Agreement to provide, where not otherwise mandated by statute, for the salary structure, fringe benefits, and employment conditions of the employees covered by this Agreement, to prevent interruption of work and interference with the efficient operation of the agency and to provide an orderly and prompt method of handling and processing grievances.

NOW, THEREFORE, the parties agree with each other as follows:

ARTICLE 1.
RECOGNITION

Section 1. The Employer recognizes the Union as the sole and exclusive bargaining agent for certain maintenance workers, Carpenters, Painters, and, groundskeepers working in the Capitol Complex, employed in General Services Division, Department of Administration, and the Montana Historical Society, excluding short-term workers and temporary employees as defined in § 2-18-101, MCA, part-time employees working less than 16 hours per week, all managerial, supervisory, confidential, professional and office employees, all those exempted by § 39-31-103, MCA, members of other bargaining units and all other employees.

Section 2. No employee shall be discharged or discriminated against for working on a union committee.

ARTICLE 2. MANAGEMENT RIGHTS

Section 1. In compliance with § 39-31-303, MCA, the Union shall recognize the prerogatives of the Agency to operate and manage its affairs in such areas as, but not limited to:

1. Directing employees.
2. Hiring, promoting, transferring, assigning, and retaining employees.
3. Relieving employees from duties because of lack of work or funds or under conditions where continuation of such work would be inefficient, or nonproductive.
4. Maintaining the efficiency of government operations.
5. Determining the methods, means, job classification, and personnel by which the agency operations are to be conducted.
6. Taking whatever actions may be necessary to carry out the missions of the Agency in situations of emergency.
7. Establishing the methods and processes by which work is performed.

ARTICLE 3. UNION SECURITY

Section 1. Upon receipt of a written authorization from an employee covered by this Agreement, the Employer shall deduct from the employee's pay the amount owed to the Union by such employee for dues. The Employer will remit to the appropriate Craft Council Union such sums within 30 calendar days. Changes in Union membership dues rates will be certified to the Employer in writing over the signature of the authorized officer or officers of the Union and shall be done at least 30 calendar days in advance of such change.

Section 2. The Union shall indemnify, defend, and save the Employer harmless against any and all claims, demands, suits, or other forms of liability that shall arise out of or result from action taken by the Employer for the purpose of complying with this Article.

Section 3. Upon written request, the Unions agree to provide documentation to the Employer that its representation fee rate is established in accordance with law.

Section 4. The authorized representative of the Union having jurisdiction over the work covered by this Agreement shall be allowed admission to any job at any time for the purpose of investigating conditions provided they give notice to the Employer's agent and do not unduly interfere with workers during working hours.

ARTICLE 4. NON-DISCRIMINATION

Section 1. In accordance with the provisions of Title 49, Chapter 3, MCA, the Employer shall recruit, appoint, assign, train, evaluate, and promote its employees on the basis of merit and qualification, without regard to race, color, religion, creed, political ideas, sex, age, marital status, physical or mental disability, or national origin. Employers may not enter into any benefit plans such as retirement, pension, or insurance plans, which may be construed as subterfuges to evade the purpose of the act. Furthermore, the Employer may enter into bona fide seniority systems that are not so structured so as to perpetuate any past discriminatory practices that may have existed.

Section 2. No employee shall be discharged or discriminated against by the Employer for upholding Union principles or Union activities, as long as such activity does not interfere with the efficient operation of the institution. The Employer shall grant reasonable leave of absence without pay to employees subject to institutional requirements in the performance of duties as "duly authorized representative of the Union." "Duly authorized representatives" means members of regularly constituted committee and/or officers of the Union, a list to be supplied to the Employer.

ARTICLE 5. SCOPE OF WORK

Section 1. This Agreement covers the work of a maintenance, repair, renovation or exhibit construction nature performed by the employees for the Employer. Maintenance, repair, renovation and exhibit construction are defined as follows:

1. Maintenance shall be any work performed of a renovation, repair or maintenance character.
2. The word repair used under the terms of the Agreement and in accordance with maintenance is work required to restore by replacement of parts of existing facilities to efficient operating conditions.
3. The word renovation used within the terms of the Agreement and in connection with maintenance is work required to restore by replacement, remodeling or by revamp parts of existing facilities to efficient operating conditions.
4. The word exhibit construction is work required to set up, alter, repair or dismantle museum exhibits and associated facilities.
5. Groundskeeper's duties include lawn care, snow removal and maintenance of equipment.
6. Management will pay all costs associated with receiving a pesticide applicators license as issued by the Montana Department of Agriculture, including the annual applicator's fee and any additional fees as long as the individual is employed by

the Department of Administration. The license allows the applicator to apply pesticides for agency use only in accordance with § 80-8-213 MCA.

- a. Management and the Union agree landscape technicians currently certified (as of August 31, 2014) in pesticide application will be paid according to the career ladder MOU. Management will determine the number of licensed pesticide applicators to maintain operational standards.
 - b. Currently licensed employees will be allowed to maintain pesticide applicators licenses as long as they are employed as a landscape technician.
 - c. Employees are responsible for maintaining a valid license for application of pesticides including all recertification requirements. Licensure includes approval in the medical surveillance program. If the employee fails to maintain their licensure, they are no longer entitled to receive the increase to their base rate of pay.
7. The following protocol should the situation arise where there are not sufficient Landscape Technicians to remove snow:
- a. Management will seek volunteers to assist in snow removal.
 - b. If there are not enough volunteers identified, management may assist in performing snow removal.
 - c. In order to ensure sufficient staffing, management shall have the right to require staff to assist with snow removal. Management will assign duties to employees that have the least seniority and fill needed spots accordingly. In some situations, all employees may be required to assist.
8. Prior to management changing job descriptions in the bargaining unit, the Craft Council chair shall be notified before changes are implemented.

ARTICLE 6. HOURS AND OVERTIME

Section 1. Eight hours shall constitute a full-time workday, not including time allowed for a meal period, and 40 hours shall constitute a full-time workweek. A workweek shall consist of seven consecutive days. The normal workweek shall consist of five workdays, Monday through Friday.

Subsection 1. The Employer will not arbitrarily alter the workweek.

Subsection 2. The Employer and the employee may by mutual agreement alter the workweek with a 48-hour notice to the employee. In the event assignment by mutual

agreement does not complete the coverage, assignment will be made on a rotating basis. The rotation will be done in reverse order of seniority within a classification.

Subsection 3. The Employer reserves the right to revert back to a one-hour lunch period if it finds that this half-hour lunch period is being abused.

Section 2. Compensatory Time. Employees may elect, during the month of June each year, to change eligibility from paid overtime to compensatory time at the rate of one and one-half hours for each hour of overtime worked. Once an employee opts for either paid overtime or compensatory time status, the choice will remain in effect until June 30 of the following year.

Subsection 1. Accrual of compensatory time in lieu of wages shall be limited to no more than 180 hours. The Employer and the employee may, by mutual agreement, arrange for the use of accrued compensatory time during any workweek.

Subsection 2. Section 2 above does not apply to the Historical Society Carpenter.

Section 3. Overtime. All time worked in excess of eight hours in a day or 40 hours in a week shall be paid at the rate of one and one-half times the regular rate of pay, except as provided for in Section 2 and providing that there shall be no pyramiding of overtime.

Subsection 1. Overtime for the Historical Society Carpenter shall be for all hours worked in excess of 40 hours per week.

Section 4. Flex Time Schedules. Employees may, with the approval of the Employer, be granted flex time scheduling for either temporary or permanent situations. In order to provide for a flexible workweek, the provisions for overtime or compensatory time and one-half after eight hours a day, as set forth in Section 2. of this Article, may be waived by mutual agreement between the Employer and the employee. However, the Employer may rescind approval for flex time schedules at the Employer's option.

Section 5. When it is necessary to call a full-time employee during their leisure time for emergencies, such employee shall be paid two hours' pay whether they work two hours or not. When the working period exceeds two hours, the total time worked shall be paid at the overtime rate, unless such call out extends into the employee's scheduled shift, in which case only those hours in excess of the two-hour minimum and in excess of the regular eight-hour workday (excluding the call out time minimum), shall be paid at the overtime rate.

Section 6. In the event a paid holiday falls within the employee's regular workweek, such day shall be counted as time worked for the purpose of computing overtime for the workweek.

Section 7. A 15-minute coffee break will be granted during the first four hours of the eight-hour shift, and a 15-minute coffee break will be granted during the second four hours of the eight-hour shift. However, the break periods shall be scheduled and taken at places designated by the supervisor.

Section 8. The parties agree that landscape technicians will be allowed to work four consecutive 10-hour days each week. Each day will include a 30-minute unpaid lunch break to be taken approximately mid-shift. Assignment of workweeks under this 4-10 schedule will be at management's discretion. Overtime will be paid after 40 hours in a week.

Subsection 1. During weeks with a holiday, employees will return to a 5-8 schedule. Overtime will continue to be paid after 40 hours during the holiday weeks.

Subsection 2. The Employer reserves the right to return to a 5-8 schedule if the 4-10 schedule is not meeting business needs.

Section 9. Snow Removal. Employees who are required to make themselves available for snow removal at times other than their regularly scheduled shift will be eligible to receive on-call compensation as outlined below.

1. Monday through Friday: Employees receive one hour of on-call non-exempt compensatory time (OCLNC) for each day they are asked to be on-call.
2. Saturday, Sunday, or Holiday: Employees receive two hours on-call non-exempt compensatory time (OCLNC) for each day they are asked to be on-call.
3. Employees will not be asked to be in an on-call status while on approved leave status (annual, compensatory, or sick). Employees who are required to be available for snow removal will remain in an on-call status during the time period beginning November 1st through April 1st. If on-call scheduled time is required outside of the time period noted above, management will notify employees in advance of this need. When on-call, employees must be accessible by phone and respond for duty in a reasonable timeframe. Prior arrangements must be made with management to be removed from on-call status if an employee will be unavailable to respond (i.e., travel outside the area on a weekend, etc.).

ARTICLE 7. HOLIDAYS

Section 1. Employees shall be granted legal holidays without loss of pay as follows (§ 1-1-216, MCA):

| | |
|--|--------------------------------------|
| New Year's Day..... | January 1 st |
| Martin Luther King Jr. Day | 3 rd Monday In January |
| Presidents' Day | 3 rd Monday in February |
| Memorial Day | Last Monday in May |
| Independence Day | July 4 th |
| Labor Day | 1 st Monday in September |
| Indigenous Peoples' Day and Columbus Day | 2 nd Monday in October |
| Veterans' Day | November 11 th |
| Thanksgiving Day | 4 th Thursday in November |
| Christmas Day | December 25 th |

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. An 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. Short-term workers or student interns may not receive a floating holiday.

Subsection 1. If any days are added to or removed from the above list by the legislature, such changes shall become effective as provided by the legislature.

Subsection 2. Holidays shall be observed on the officially designated day of observation.

Section 2. Scheduled holiday and emergency work shall be compensated at time and one half. In addition, when a holiday is worked, the employee shall receive eight hours of pay at the regular rate or a compensatory day off as per Article 6 Section 2.

Section 3. Part-time employees shall receive holiday benefits on a pro-rata basis providing they are in a pay status either the last regularly scheduled working day before or the first regularly scheduled working day after the holiday, provided the employee worked in the week in which the holiday occurred.

ARTICLE 8. VACATIONS AND SICK LEAVE

Section 1. Annual Leave (Vacation) time shall accrue at the rate established by law as follows:

1. From one full pay period through 10 years of employment at the rate of 15 working days per year.
2. After 10 years through 15 years of employment at the rate of 18 working days per year.
3. After 15 years through 20 years of employment at the rate of 21 working days per year.

4. After twenty 20 years of employment at the rate of 24 working days per year.

Subsection 1. There shall be no annual leave granted until the employee has worked continuously for a period of six calendar months.

Subsection 2. Permanent part-time employees are entitled to pro-rated annual vacation benefits if they have worked the qualifying period. Temporary employees, either full- or part-time, are entitled to pro-rated annual vacation benefits retroactively if the temporary employee is subsequently hired into a permanent position without a break in service or is continuously employed longer than six months.

Subsection 3. The amount of annual leave permitted to accrue past the beginning of a new calendar year shall be two times the rate of days earned annually.

Subsection 4. Annual leave time earned but not used at the time of termination shall be paid the employee at their regular permanent classification and salary grade rate.

Section 2. Vacation time shall be granted for the time requested insofar as possible and shall be scheduled with the supervisor sufficiently in advance so that the Employer will be able to control the workflow and scheduling of work assignments. In case of conflict in scheduling vacation for employees, if the conflict arises more than 30 days prior to the intended leave usage, seniority shall govern. Priority for annual leave requests within 30 days of the intended usage shall be determined on a first-request basis, rather than seniority. Leave of Absence Request Forms shall be used for requesting vacation.

Section 3. Sick leave will be governed according to Montana Operations Manual, Sick Leave Policy.

ARTICLE 9. WORKING RULES

Section 1. Wages due shall be paid at least two times a month to all employees through the normal state payroll system. The payroll will be assumed to be correct and there shall be no adjustment required by the Union unless the employee makes a claim within 10 days.

Section 2. When an employee is discharged, their pay shall be made available to them according to §§ 39-3-204 and 39-3-205, MCA.

Section 3. The Union Business Representative may appoint, at each agency covered by this Agreement, a non-probationary employee to serve as a Job Steward. If such an appointment is made, and upon each change of appointment, the Union shall notify the employer agency in writing of the appointee's name.

Subsection 1. The duties of the Job Steward shall be to take up all complaints or grievances with the Union and to act as safety representative of the Union. The

Steward shall not be discriminated against for performance of their duties, nor shall they be discharged except for reduction of the work force or for just cause.

Section 4. The Employer and the Union will cooperate in adequate safety and sanitary practices.

Section 5. The Employer shall provide tools for employees to use in performance of their duties. Willful abuse of assigned tools and equipment may subject the employee to the discipline procedure. The Employer will provide appropriate personal protective equipment. In addition, the General Services Division will provide a clothing allowance to its craft employees for prescription safety glasses, gloves and clothing, of \$800 to be paid in an annual lump sum.

Subsection 1. Employee selections of the above items are subject to management approval. Employees will be required to wear appropriate footwear as determined by management during work hours. Unused amounts from any category may be used to supplement another category.

Subsection 2. The Historical Society is not obligated to provide the clothing allowances for glasses, gloves uniform or work boots.

Section 6. Two people will be assigned to move any heavy items 75 pounds or over.

Section 7. Seniority in service shall begin with the date of permanent appointment with the agency and shall control the order of termination and re-employment with the most senior employee given preference.

Subsection 1. If a layoff occurs due to a reduction in force, employees of the bargaining unit shall retain service credits with the Employer for purposes of longevity and paid leave accrued in accordance with prevailing policy, for a period of one calendar year after the date of layoff.

Subsection 2. Job preference shall be extended for a period of one calendar year after the date of layoff to qualified employees who are displaced for vacancies which occur and are available within the Department of Administration, and the Historical Society. Preference shall mean that the displaced employee shall receive first consideration for employment into a vacancy providing their qualifications and work record are equal to or better than other qualified applicants providing such consideration does not preclude other statutory-based preferences being granted.

Subsection 3. If an employee fails to accept and report for work within 10 days, they shall have lost all recall and seniority rights. Apprentices shall be treated in the same manner as any other employee within the bargaining unit for purposes of layoff and recall. Employees in aggregate positions shall be laid off prior to employees in permanent positions.

Subsection 4. The above provisions are in no way intended to restrict employees' rights under the "State Employee Protection Act" in § 2-18-12, MCA.

Section 8. Any employee hereunder dismissed from employment shall be dismissed only for just cause; in the event of such dismissal, the employee involved shall be entitled to, and there shall be made available to the employee, a written notice of such cause.

Section 9. Employees employed in a permanent position must serve a one-year probationary period. Such employees will be employed under the terms of the Agreement as permanent personnel.

Section 10. Employees shall become members of the Public Employees' Retirement System in accordance with Title 9, Chapter 3, MCA.

ARTICLE 10. ASSOCIATION/MANAGEMENT COMMITTEE

Section 1. It is agreed that no more than three bargaining unit members will be allowed to serve on paid time basis if they are normally scheduled to work, to confer with Management on day-to-day type problems. The Craft Council will choose its representatives to the LMC.

Section 2. Meetings will be held when necessary, on a mutually agreeable date, time and place. Agendas for said meetings must be submitted by the requesting party no less than 10 working days prior to the meeting date.

Section 3. It is understood that this committee does not take the place of the grievance procedure. Any decisions reached by the committee in resolving day-to-day type problems shall not alter the terms of this Agreement and will be advisory only.

ARTICLE 11. NO STRIKE/ NO LOCKOUT

Section 1. There shall be no intentional interference with work, such as: any strike (except sympathy strike), including but not limited to sit down strikes, wildcat strikes, intermittent strikes, or partial strikes; work slowdowns; sickouts.

Section 2. The Employer reserves the right to discipline, up to and including discharge, any employee who violates this Article.

Section 3. The Employer shall not engage in a lockout against the employees. However, this Section shall not be construed as preventing layoffs for legitimate reasons.

ARTICLE 12. GRIEVANCE AND ARBITRATION

Section 1. Having a desire to create and maintain harmonious labor relations between them, the parties agree that they will promptly attempt to address all complaints,

disputes, controversies, or other grievances arising between them involving questions of interpretation or application of the written provisions of this Agreement. All potential grievances must be discussed with the immediate supervisor prior to the filing of a formal grievance and no formal grievance may be filed until the immediate supervisor has been given an opportunity to attempt resolution.

Section 2. Grievance Procedure.

Step 1

A grievance involving the interpretation or application of the written provision(s) of this Agreement shall be submitted by the employee or union representative to the employee's immediate supervisor or management designee within 14 calendar days from the occurrence of the grievable event. The immediate supervisor or management designee shall have 14 calendar days from receipt of the grievance to respond in writing.

Step 2

If the grievance is not resolved at Step 1, a formal grievance may be submitted by the Union in writing within 14 calendar days from the immediate supervisor's or management designee's response to Step 1. The grievance should be submitted to the appropriate management official. The management official at the second step shall have 14 calendar days from receipt of the grievance to respond in writing.

Step 3

If the grievance is not resolved at Step 2, the Union may submit a Step 3 formal grievance to the agency head or designee within 21 calendar days of the Step 2 response. The agency head or designee shall have 21 calendar days from receipt of the grievance to respond in writing.

Step 4

Should the Union consider the decision of the agency head unsatisfactory, the Union shall, within 21 calendar days of such decision, notify the agency head and the State Office of Labor Relations of its intention to take the grievance to arbitration.

Step 5

After notification of arbitration, the State Office of Labor Relations (OLR) will work with the Union and management to determine if there is a mutually acceptable resolution that can be found or if the matter should go to mediation. If OLR determines the parties cannot resolve informally or through mediation, the decision should proceed to final and binding arbitration. If there is a cost associated, the parties will share it equally. The timeline for the grievance processing will be put on hold until the mediation is final or the decision is made to move to arbitration.

Section 3. Rules of Grievance Processing.

Subsection 1. Waiving time limits. Time limits at any stage of the grievance procedure may be extended by written mutual agreement of the parties at that step.

Subsection 2. Timeliness. A grievance not filed or advanced by the grievant within the time limits provided shall be deemed permanently withdrawn. Failure on the part of the Employer's representative to answer within the time limit set forth in any step will entitle the employee to the next step.

Subsection 3. Elements of the grievance. All presentations of grievances shall be submitted to the Employer in writing at each step and must include:

1. Name of employee(s)/Union grieving.
2. Date of the violation.
3. The step of the grievance.
4. A complete statement of the grievance and facts upon which it is based.
5. The specific Article(s) and Section(s) of the Agreement violated.
6. The specific remedy or correction requested.
7. The signature of each grievant or representative.

Subsection 4. Alternative procedures.

1. As recognized in § 49-2-512, Title 49 of Montana Code Annotated establishes the exclusive remedy for acts constituting an alleged violation of the Montana Human Rights Act. In the event of a grievance based upon an alleged violation of this Act, the statutory procedures of filing a claim with the Human Rights Bureau shall be the exclusive remedy.
2. As recognized in § 2-18-1011, Title 2 of Montana Code Annotated establishes the exclusive remedy for an alleged violation of classification or compensation. In the event of a grievance based upon an alleged violation of this provision, the statutory procedures of filing a claim with the Board of Personnel Appeals shall be the exclusive remedy.

Section 4. Rules of Arbitration.

Subsection 1. Selection of Arbitrator. The parties shall request a list of seven arbitrators from the Board of Personnel Appeals and shall alternatively strike names from the list. The last remaining name shall serve as the arbitrator.

Subsection 2. Arbitrator's limitations. No grievance which fails to meet the requirements of Section 3, Subsection 3 of this Article shall be determined to be arbitrable. The arbitrator may not add to, subtract from, or modify the terms of this Agreement.

Subsection 3. The parties agree either party may file pre-arbitration dispositive motions or request a bench decision from the arbitrator.

Subsection 4. Each party shall 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 the entire cost. If each party requests a transcript, they shall equally share the cost.

Subsection 5. The arbitration location shall be in Helena, Montana unless otherwise mutually agreed by the parties.

ARTICLE 13. HEALTH INSURANCE

Section 1. The monthly Employer contribution for group benefits will increase to \$1080 for the 2026 plan year and \$1107 for the 2027 plan year.

The monthly State of Montana employee contributions will increase for 2026 and 2027 plan years. The tables below break out the monthly increase both before and after the wellness incentive which increased to \$60 per month for the 2026 and 2027 plan years.

The cost of employee-only coverage will be covered by the Employer contribution, after the wellness incentive is applied.

| Employee Monthly Contributions Before Wellness Incentive | | |
|---|--|--|
| Contribution Type | 2026 Plan Year Contribution | 2027 Plan Year Contribution |
| Employee Only | \$60 | \$60 |
| Employee and Spouse | \$318 | \$326 |
| Employee and Children | \$134 | \$138 |
| Employee and Family | \$397 | \$407 |

| Employee Monthly Contributions After Wellness Incentive | | |
|--|---|---|
| Contribution Type | 2026 Plan Year Contributions | 2027 Plan Year Contributions |
| Employee Only | \$0 | \$0 |
| Employee and Spouse | \$198 | \$206 |
| Employee and Children | \$74 | \$78 |
| Employee and Family | \$277 | \$287 |

The monthly Tobacco Surcharge will increase to \$60 for the 2026 and 2027 plan year.

The State has the discretion to manage all aspects of the State Health Plan, to include, but not be limited to, deductibles, coinsurance levels, and maximum out-of-pocket levels. Member contributions will only increase beyond the rates established above if the Risk-Based Capital (RBC) level is at or below 300%.

Section 2. Permanent part-time employees who are regularly scheduled to work 20 hours per week or more shall be eligible to receive the state insurance contribution.

ARTICLE 14. SAVINGS CLAUSE

Section 1. If any section, subsection, paragraph, sentence, clause, phrase, or other part of this Agreement is determined or declared to be contrary to or in violation of any State or federal law by any competent authority or court of competent jurisdiction, the remainder of this Agreement shall not be affected or invalidated. This entire contract, together with any attachments hereto shall be subject to the provisions and interpretations of §§ 39-31-101 through 39-31-105, MCA, as amended.

Section 2. The Employer and the Union expressly waive and relinquish the right, and each agrees that the other shall not be obligated during the term of this Agreement, to bargain collectively with respect to any subject or matter whether referred or covered in this Agreement or not specifically referred to or covered in this Agreement, even though each subject or matter may not have been within the knowledge or contemplation of either or both the Employer or the Union at the time they negotiated or executed this Agreement and even though such subject or matter was proposed and later withdrawn unless the Employer and the Union mutually agree to bargain collectively on such subjects or matter.

ARTICLE 15. SUBCONTRACTING

Section 1. If the Department of Administration intends to subcontract the work of this unit in a manner that would cause the layoff of any employee in this bargaining unit, it is understood that the planned subcontracting will be subject to bargaining in accordance with the law.

ARTICLE 16. TERM


Section 1. This Agreement shall be effective as of the 1st day of July 2025 and shall remain in full force and effect through the 30th day of June 2027 and shall remain in effect from year to year thereafter, except that either party shall notify the other in writing at least 60 days prior to the expiration date if they desire to modify this Agreement.


Section 2. If the Union gives notice to reopen the Agreement, 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 agency. In the event such notice is given, negotiations shall begin not later than 30 days prior to the expiration date. Every effort will be made by both parties to conclude negotiations before the expiration date of this Agreement.


Section 3. The Union shall have the right to take concerted actions after December 31, 2026, on wages and fringe benefits concerning the 2027-2029 biennium.

THIS AGREEMENT is signed and dated this 8/18/2025

THE STATE OF MONTANA:

Signed by:

382B3999E2BE4DB...
 Karol Ann Davis, Chief Negotiator
 State Office of Labor Relations

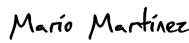
Signed by:

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 Yvette Englert, Deputy Director
 Department of Administration

Signed by:

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 Stephen Baiamonte, Administrator
 General Services Division

THE UNION:

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 Adam Haight, Business Manager
 Laborers International Union Local 1686

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 Mario Martinez, Regional Manager
 Western States Regional Council of
 Carpenters

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 Jeff Stark, BMST
 IUPAT, District Council 82

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 Jack McBroom, Business Manager
 IBEW, Local 233

ADDENDUM A. CLASSIFICATION AND WAGE SCHEDULE

Effective on the first day of the first complete pay period that includes July 1, 2025, the base salary of each employee must be increased by \$1.00 an hour or by 2.5%, whichever is greater. Effective on the first day of the first complete pay period that includes July 1, 2026, the base salary of each employee must be increased by \$1.00 an hour or by 2.5%, whichever is greater.

Broadband Positions

| Classification | July 1, 2024 | July 1, 2025 | July 1, 2026 |
|----------------------------------|-----------------------|--------------|--------------|
| Landscape Technician (Entry Pay) | \$23.085 | \$24.085 | \$25.085 |
| Landscape Technician Lead Worker | \$1.304291 additional | | |
| Maintenance Worker (General) | \$27.401 | \$28.401 | \$29.401 |
| Maintenance Worker Lead Worker | \$1.395050 additional | | |
| Painter | \$27.401 | \$28.401 | \$29.401 |
| Painter Lead Worker | \$1.370050 additional | | |
| Maintenance Worker (Locksmith) | \$27.901 | \$28.901 | \$29.901 |
| Journeyman Carpenter | \$27.901 | \$28.901 | \$29.901 |
| Maintenance Worker* (Electrical) | \$29.401 | \$30.401 | \$31.401 |
| Carpenter Foreman | \$29.401 | \$30.401 | \$31.401 |

| Landscape Technician Career Ladder | | |
|--|------|-----------------------|
| Additional Hourly Pay After Completion | | |
| Level | Step | Additional Hourly Pay |
| 2 | 1 | Entry Pay |
| 2 | 2 | Step 1+\$0.75 |
| 2 | 3 | Step 2+\$0.75 |
| 3 | 4 | Step 3+\$1.50 |
| 3 | 5 | Step 4+\$0.50 |
| 3 | 6 | Step 3+\$0.50 |

Wage rate for Carpenter Apprentices shall be as follows:

- First year - 80% of Journeyman's rate
- Second year - 85% of Journeyman's rate
- Third year - 90% of Journeyman's rate
- Fourth year - 95% of Journeyman's rate

*In the electrician's absence, if another bargaining unit member is assigned to perform electrical work, the bargaining unit member will be compensated at the Grade 11 rate *for actual hours spent on electrical work*.

Employees shall be paid in accordance with the prevailing state payroll system. In addition to the wage schedule above, and in accordance with § 2-18-304, MCA, each classified employee who has completed at least five years of uninterrupted service shall receive the amount obtained by multiplying 1.5% of the employee's base salary by the number of completed contiguous five-year periods of uninterrupted service they have with the state. The second, third and fourth longevity increments (at 10 years, 15 years and at 20 years) shall be calculated at a rate of 2.0% (rather than 1.5%) of the employee's base salary. Service to the state shall not be considered to be interrupted by military service or leave of absence not exceeding three months.