

**2025-2027**

**COLLECTIVE BARGAINING AGREEMENT**

**between the**

**STATE OF MONTANA  
DEPARTMENT OF NATURAL RESOURCES  
AND CONSERVATION**

**and the**

**INTERNATIONAL ASSOCIATION OF  
MACHINISTS AND AEROSPACE WORKERS  
District W24, Local 88**

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**COLLECTIVE BARGAINING AGREEMENT**  
**between the**  
**STATE OF MONTANA**  
**DEPARTMENT OF NATURAL RESOURCES AND CONSERVATION**  
**and the**  
**INTERNATIONAL ASSOCIATION**  
**OF MACHINISTS AND AEROSPACE WORKERS, DISTRICT LODGE W24, LOCAL 88**

**PREAMBLE**

**THIS AGREEMENT**, made and entered into this 6/25/2025 by and between the State of Montana, Department of Natural Resources and Conservation, Forestry and Trust Land Division, hereinafter called the "Employer," and Local No. 88 of the International Association of Machinists and Aerospace Workers in Montana, District Lodge No. W24 hereinafter called the "Union," shall constitute a binding "Agreement" governing the covenants and stipulations herein contained. The parties of this Agreement mutually agree as follows:

**WHEREAS**, the Employer 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 Employer 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 Employer 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, the employment conditions of the employees covered by this Agreement, to prevent interruption of work and interference with the efficient operation of the Employer 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.**  
**MANAGEMENT RIGHTS**

**Section 1.** In compliance with § 39-31-303, MCA, the Union shall recognize the prerogatives of the Employer 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 Employer operations are to be conducted;
6. Taking whatever actions may be necessary to carry out the missions of the Employer in situations of emergency;
7. Establishing the methods and processes by which work is performed.

## **ARTICLE 2. UNION RECOGNITION**

**Section 1.** The Employer hereby recognizes the Union as the exclusive representative of all Fire Equipment Repair and Design Technician/machinist employees and the nursery equipment operator employee of the Employer as shown by classification in Addendum A, but excluding the Director, the supervisors, management members, professional employees, temporary and seasonal employees.

**Section 2.** All employees are covered by this Agreement and application for membership in the Union shall be in accordance with state and federal law. A Union member will pay to the Union an amount equal to the initiation fee and monthly Union dues as a contribution to assist the employees as a group in meeting the costs of planning, negotiating and administering the Agreement and of protecting and promoting their interests.

**Subsection 1.** The Employer will remain neutral on all Union Business and will direct all questions about the Union membership to the Union. Designated union representatives and their local affiliates shall receive ample opportunity to provide membership information to union-represented positions during the employee onboarding process.

**Subsection 2.** The Employer agrees to accept and honor voluntary written assignments of Union dues from wages or salaries due and owing employees covered by this Agreement provided that such assignments can be grouped, and the total made payable to the employee's respective Union.

**Section 3.** It is agreed the Employer may, at the Employer's option, call the Union when in need of workers, and the Union agrees to make available to the Employer job-applicants, to the extent they are available without regard to Union membership or non-membership or any requirements pertaining to Union bylaws, rules, regulations, constitutional provisions, or any other aspect or obligation of Union membership, policies or requirements.

**Subsection 1.** The Employer shall have full freedom in selecting employees and shall have the right to reject any job-applicant made available by the Union; it being

mutually understood and agreed that this Section does not constitute a hiring arrangement, but merely an optional service offered by the Union for the convenience of the Employer and unemployed workers.

**Section 4.** The Union agrees to indemnify and hold the Employer harmless against any and all claims, suits, orders or judgment brought against the Employer as a result of any action taken or not taken by the Employer under the provisions of this Article.

### **ARTICLE 3. NON-DISCRIMINATION**

**Section 1.** The parties will not discriminate against any employee covered by this Agreement with respect to any term or condition of employment because of union membership, engaging in lawful union activities, or because of any other status protected by Federal, State, or local law.

### **ARTICLE 4. HOURS OF WORK, OVERTIME, HOLIDAYS**

**Section 1.** A regular workday shall consist of eight continuous hours, provided that a normal lunch period, not to exceed one hour, may be taken, which shall not be considered as a part of the eight-hour workday.

**Subsection 1.** Workweek - A standard workweek shall be a seven-day period, composed of five consecutive workdays immediately followed by two days off. The standard workweek shall consist of five workdays, Monday through Friday, except as provided in Section 4.

**Subsection 2.** Rest Periods - All employees shall be granted a 15-minute rest break during the first four hours of the shift and another 15-minute rest period during the second four hours of the shift. Rest breaks cannot be accumulated and any work that may be performed during rest breaks shall not be subject to any additional compensation.

**Subsection 3.** Mechanic/machinist employees shall be granted a length of time not to exceed 10 minutes for personal cleanup and securing the equipment development complex prior to the end of each work shift.

**Section 2.** Shifts and day schedules may be changed in emergencies or for specific projects.

**Section 3.** Employees who are called to work after having completed their work shift or on their scheduled days off shall be compensated at the rate of one and one-half times their regular rate of pay or one and one-half non-exempt compensatory time. Compensation shall be for no less than two hours for each callout. It is understood that

this provision does not apply to work which is a continuation of the workday or when the employee decides to return to work at a later time rather than continue the workday.

**Section 4.** All hours worked over eight hours in a workday or over 40 hours in a workweek will be compensated for at the rate of one and one-half times their regular hourly wage or one and one-half non-exempt compensatory time. Any overtime worked must first be approved by management. There shall be no pyramiding of overtime.

**Subsection 1.** The alternate work schedule is defined as four consecutive workdays, each workday consisting of 10 hours between 7:00 a.m. and 5:30 p.m. with one half-hour unpaid lunch break. The alternate work schedule week shall consist of 40 hours, that is, four workdays. Which days are worked and which are taken off are determined by seniority. Start times shall not be altered without mutual agreement.

**Subsection 2.** When an alternative work schedule is in effect, all hours worked over 10 in a workday or 40 hours in a workweek will be compensated at the rate of one and one-half times the regular hourly wage or one and one-half non-exempt compensatory time.

**Section 5.** For call-out assignments on an employee's day off, reasonable excuses will be honored. However, each employee recognizes it is essential that a special effort is made to cooperate with call-out requests during the fire season or other emergency situations. Employees who wish to volunteer for call-out assignments will sign a list two weeks in advance of the time the employee is volunteering to be available for call outs. Should no employees volunteer, then the Employer will call out the qualified employee with the lowest seniority. Should a conflict occur between employees volunteering for a call out, the Employer will resolve the conflict on the basis of seniority. Use of a pager will also be voluntary.

**Section 6.** Employees will voluntarily choose between accruing compensatory time and receiving overtime compensation on a daily basis and employees will record their selection on their timesheets.

**Subsection 1.** During the fire season employees will not have the compensatory time option when assigned to fire duty or other emergency situations declared by the Governor. All overtime in these situations will be paid to employees at the overtime rate.

**Subsection 2.** Employees may accrue up to a maximum of 240 hours of non-exempt compensatory time. Once an employee has accrued 240 hours of non-exempt compensatory time, all overtime earned will be paid to the employee at the overtime rate.

**Subsection 3.** When working the alternate 4/10 work schedule during a week in which a holiday occurs, employees may utilize two hours of accrued non-exempt

compensatory time to supplement their eight hours of holiday pay to receive a total of 10 hours of pay for the holiday.

**Subsection 4.** All unused accrued non-exempt compensatory time will be paid out to the employee at the employee’s regular rate upon termination of employment for any reason.

**Section 7.** Recognized paid holidays shall be the following, in compliance with § 1-1-216, MCA:

New Year's Day .....	January 1
Martin Luther King's Birthday .....	Third Monday in January
Presidents’ Day .....	Third Monday in February
Memorial Day .....	Last Monday in May
Independence Day .....	July 4
Labor Day .....	First Monday in September
Indigenous Peoples’ Day and Columbus Day .....	Second Monday in October
Veteran's Day .....	November 11
Thanksgiving Day .....	Fourth Thursday in November
Christmas Day .....	December 25

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.** A full-time employee who is scheduled for a day off on one of the above enumerated holidays shall be entitled to receive a day off with pay either on the day preceding the holiday or on another day following the holiday in the same pay period or as scheduled by the employee and their supervisor. Such day off is in addition to the employees’ regular days off and scheduling of such day off is subject to the requirements of the department. The employee is entitled to this additional day off provided the employee was in pay status on the last regularly scheduled workday immediately prior to the holiday or on the first regularly scheduled workday after the holiday. Part-time employees shall be eligible for holiday pay on a prorated basis according to Department of Administration rules.

**Subsection 2.** Recognized holidays worked shall be paid at the rate of two and one-half times the regular straight time rate of pay without a compensatory day off.

**Section 8.** Sick leave. (Per State statute.) Sick leave credits accrue from the first day of employment. However, employees must be continuously employed for a 90-day qualifying period to use sick leave.

**Section 9.** Vacation leave. (Per § 2-18-612, MCA.) Employees will earn vacation days in accordance with the following schedule computed from date of employment.

<u>Years of Employment</u>	<u>Working Days Credit</u>
One day through 10 years .....	15
10 through 15 years .....	18
15 through 20 years .....	21
20 years or more .....	24

**Subsection 1.** Vacation days may be taken at a time that is mutually agreeable to the Employer and employee. The senior employee will be given preference in vacation scheduling. An employee shall not be allowed to accrue more than two times their annual vacation leave.

**Section 10.** All employees subject to this Agreement shall be classified and paid in accordance with the classification and wage scales hereunto annexed as Addendum A and by reference made a part hereof.

## **ARTICLE 5. SCOPE OF WORK**

**Section 1.** This Agreement covers the work performed by the employees for the Employer as stated in the employee's Position Description and as defined below:

1. Maintenance shall be any work performed of a 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 parts to efficient operating conditions.
3. The word design used within the terms of the Agreement is work required preparatory to maintenance, repair or development work including the visualizing, sketching, diagramming and laying out of the work to be performed.
4. The word development used within the terms of the Agreement and in conjunction with design is the work required to repair and/or alter existing equipment to specialized needs or the fabricating of specialized equipment.
5. The phrase nursery equipment operation used within the terms of this Agreement is the skilled operation of light to heavy nursery equipment, such as crawler tractors, wheel tractors and farm equipment, plus their attachment, for the purpose of accomplishing assigned forestry, farm or construction type projects.

## **ARTICLE 6. 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 will be no adjustment required by the Employer unless the employee makes a claim within 10 days.

**Subsection 1.** When an employee is discharged, their pay shall be made available to them according to §§ 39-3-201, 39-3-203, 39-3-204 through 39-3-206, 39-3-209 and 39-3-215, MCA.

**Section 2.** The authorized and credentialed representatives of the Union shall be allowed admission to job sites of employees covered under this Agreement during working hours for the purpose of investigating working conditions, provided that the representative shall first give prior notice to the appropriate Division Administrator or a designated representative and shall not unduly interfere with the employees or cause them to neglect their work. If this Section is violated, the Division Administrator will notify the Union.

**Section 3.** The Employer and Union will cooperate in adequate safety and sanitary practices.

**Section 4.** All existing rules, regulations, and policies of the Department of Natural Resources and Conservation, the appropriate Divisions and the Montana Operations Manual that are not specifically covered by this Agreement shall remain in full force and effect, provided such rules, regulations and policies are not in conflict with the terms of this Agreement and copies of such have been made available to the employees. It is understood that management retains the right to change, delete, and/or implement such rules, regulations and policies, so long as they do not conflict with the collective bargaining agreement. Employees shall become familiar with such rules, regulations and policies.

**Section 5.** Training will be provided for employees covered under this contract if funding for such training is available. The Employer will determine training needs for the efficient operation of the Department of Natural Resources and Conservation mechanical shops. Training, whenever possible, will be conducted during state time and at state expense, as determined to be appropriate by the Employer. Each request will be considered on its own merit, and an appropriate response will be provided to the covered employee.

**Section 6.** It is mutually agreed that the Employer and the employee will discuss on a regular basis any training needs to help the employee build their knowledge base and keep up with the newest technologies in the field. The Employer will pay for such training if the budget allows.

**Section 7.** The Employer shall provide coveralls to all unit members. Further, the Employer, wherever practicable, will provide on-site facilities for the cleaning of said

coveralls, which will then be the responsibility of the employees. Where such facilities are not provided, the Employer shall arrange for such cleaning to be done professionally.

## **ARTICLE 7. SENIORITY**

**Section 1.** Seniority shall be recognized after a one-year probationary period. At the end of the probationary period seniority shall accrue retroactively to the last date of hire. If seniority dates are the same, then surname alphabetical order shall govern; if surnames are identical, then first name and middle name alphabetical order shall govern.

**Section 2.** During the probationary period, the Employer may discharge an employee at any time with or without cause.

**Section 3.** For vacant bargaining unit positions which the Employer has announced for filling, when experience, qualifications, and capabilities are equal, then seniority shall prevail in selection. It is understood that seniority shall neither be construed as a guarantee of appointment nor as a restriction on the Employer to hire from outside the bargaining unit.

**Section 4.** Layoffs and recall of laid off employees shall be governed by the factors of experience, qualifications, capabilities and seniority. Where experience, qualifications and capabilities are equal, seniority shall govern.

**Subsection 1.** Recall shall be deemed initiated upon written notice to the employee at the employee's last known address. An employee recalled shall have 10 calendar days from letter postmark in which to accept re-employment and return to work at the time scheduled by the Employer.

**Subsection 2.** In order to avoid layoffs, the Employer, at the Employer's option, may resort to reducing the hours of the workweek.

**Section 5.** Seniority shall be lost if an employee terminates or is terminated, an employee refuses a recall, or an employee is not recalled within a period of one year.

**Subsection 1.** Seniority shall not accrue during periods of layoff or during leaves of absence without pay, excluding earned vacation and sick leave not extending more than 30 days.

## **ARTICLE 8. DISCIPLINE**

**Section 1.** Considering the severity of the incident, the Employer will follow the principles of progressive discipline as defined in the Montana Operations Manual

**Section 2.** No employee will be disciplined or discharged without just cause.

**Section 3.** Prior disciplinary actions, including but not limited to written warnings and reprimands, shall not be considered in future disciplinary actions if there have been no repeat offences within 24 months of the date of the prior disciplinary action.

## **ARTICLE 9. GRIEVANCE AND ARBITRATION**

**Section 1.** Having a desire to create and maintain labor relations harmony between them, the parties hereto agree that they will promptly attempt to adjust all complaints, disputes, controversies or other grievances (hereinafter referred to as grievances) arising between them involving questions of interpretation or application of the express terms and provisions of this Agreement. An employee invoking the procedure herein outlined to resolve a grievance waives their right to process such grievance through any other procedure which may be available.

**Section 2.** Grievance Procedure.

### **Step 1**

Any grievance shall first be taken up with the employee(s) and the immediate supervisor, within 14 calendar days of the grievable event. In no event shall any grievance advance to Step 2 unless the immediate supervisor has been given the opportunity to attempt to resolve the grievance. The supervisor shall have 14 calendar days to give a response. If no response is given, the grievance shall advance to the next step.

### **Step 2**

If a grievance cannot be resolved at Step 1, the designated union representative shall present the grievance, in writing, to the appropriate Division Administrator within 14 calendar days of the receipt of the Step 1 response. The grievance must state the name of the grievant, when the incident occurred, the nature of the grievance (being specific), the applicable Articles of the contract which were violated, the remedy sought, the signatures of the grievant and the business agent, and the dates of signing. Failure to follow the requirements (above) of this step shall render the grievance non-arbitrable. The Division Administrator shall have 14 calendar days to give a response.

### **Step 3**

If the grievance cannot be resolved at Step 2, the grievance shall be presented in writing to the Director of the Department of Natural Resources and Conservation within 21 calendar days of receipt of the Step 2 response and attempted settlement shall be made. The Director shall issue the final administrative decision within 21 calendar days of the receipt of the Step 3 grievance.

**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 1.** 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 2.** 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.

**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 10. PENSION FUND**

**Section 1.** Employees shall be covered by the Montana Public Employees Retirement System as provided for in State law.

**Section 2.** Bargaining unit members may participate in the Machinist Pension fund (in lieu of wages), pursuant to the attached addendum.

## **ARTICLE 11. HEALTH AND WELFARE 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.

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

<b>Employee Monthly Contributions After Wellness Incentive</b>		
<b>Contribution Type</b>	<b>2026 Plan Year Contributions</b>	<b>2027 Plan Year Contributions</b>
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%.

## **ARTICLE 12. NO STRIKE - NO LOCKOUT**

**Section 1.** There shall be no intentional interference with work, such as any strike, including but not limited to sympathy strikes, sit down strikes, wildcat strikes, intermittent strikes, or partial strikes; work slowdowns; sick-outs.

**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 13. SAVINGS CLAUSE**

**Section 1.** If any provision of this Agreement is subsequently declared by the proper legislative or judicial authority to be unlawful, unenforceable, or not in accordance with applicable statutes or ordinances, all other provisions of this Agreement shall remain in full force and effect for the duration of this Agreement.

**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 to 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 subjects or matter was proposed and later withdrawn.

#### ARTICLE 14. EFFECTIVE DATE - TERM


**Section 1.** This Agreement shall be effective as of the first day of July 2025, and shall remain in full force and effect through the 30<sup>th</sup> day of June 2027, and shall remain in effect from year to year thereafter, except that either party may notify the other in writing at least 60 days, but not more than 180 days prior to the expiration date that they desire to modify this Agreement.

**Section 2.** If the Union gives such notice, it agrees to 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 agency. In the event such notice is given, negotiations shall begin not later than 30 days prior to the expiration date.

**THIS AGREEMENT** is signed and dated this 6/25/2025.

#### THE STATE OF MONTANA:

DocuSigned by:  
  
2ABD21A0E5DE440  
Amanda Kaster, Director  
DNRC

Signed by:  
  
382B3999E2BE4DB  
Karol Anne Davis, Chief Negotiator  
State Office of Labor Relations

#### THE UNION:

Signed by:  
  
FF45D2480A564DF  
Mike Swoboda, Business Rep  
International Association of Machinists

## ADDENDUM A.

**Section 1.** 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.

The wage rates and working conditions set forth herein are a part of that certain Agreement captioned, "Agreement between the State of Montana, Department of Natural Resources and Conservation and International Association of Machinists, District Lodge W24, Local No 88". Such wage rates and working conditions shall become effective the first day of the first full pay period designated below and shall remain in full force and effect until June 30, 2027.

### **Section 2.**

<u>Working Title</u>	<u>Position number/FTE</u>	<u>July 1, 2025</u>	<u>July 1, 2026</u>
T3301M			
Shop Foreman .....	60560.....	\$33.23.....	\$34.23
T33012	60954, 60953, 60630,		
Mechanic/Machinist .....	60557,00069, 60955, ..... 00119	\$30.05.....	\$31.05

**Section 3.** All employees covered by this Agreement shall be reimbursed up to \$300 per contract year for the purchase of safety equipment and/or clothing for use on the job. The Employer shall continue to provide and pay for safety equipment and clothing currently provided. Reimbursement is limited to \$300 per contract year. Reimbursement requests must include a receipt and shall be paid by the next payroll period. Receipts may be carried forward from year to year; however, receipts may not be carried forward from one biennium (or contract term) to the next.

**Section 4.** Longevity Allowances will be paid in addition to the above-cited hourly rates in accordance with § 2-18-304, MCA. Each employee who has completed five years of uninterrupted state service must receive 1.5% of the employees' base salary multiplied by the number of completed, contiguous five-year periods of uninterrupted state service.

**Section 5.** Beginning July 1, 2007, in addition to the longevity allowance provided under Section 4 above, each employee who has completed 10, 15, 20 or 25 years of uninterrupted state service must receive an additional 0.5% percent of the employees' base salary for each of those additional five years of uninterrupted service. Pursuant to § 2-18-306, MCA.