

MUTD Board of Directors Meeting
Staff Report

Attachments

1. Wage Opener Proposal – Last, Best and Final Proposal

To: Board of Directors
From: Jordan Hess
Meeting Date: September 4, 2025

Agenda Item: 5.1 FY2026 Maintenance Collective Bargaining Agreement Wage Reopener

Recommendation: Authorize the CEO & General Manager to sign a letter of agreement amending the maintenance department collective bargaining agreement between the Missoula Urban Transportation District and Teamsters Local 2 to reflect the wage reopener negotiation outcome.

Discussion: The most recent collective bargaining agreement between Mountain Line and Teamsters Local #2, covering maintenance employees, expired on June 30, 2024. Negotiations for a new contract began in November 2023 and continued into the following year, culminating in a ratified and signed agreement in March 2025. As part of that agreement, both parties included a provision for a wage reopener negotiation in June 2025. In accordance with that provision, Mountain Line and Teamsters Local #2 met on July 17 and August 7, 2025, to negotiate specific to maintenance wage adjustments. On August 7, MUTD presented its last, best, and final offer which included a 1.5% wage increase for technicians and service employees (beyond what was previously bargained) effective July 1, 2025. The union membership voted to approve the offer.

Financial Impact: The FY2026 budget as approved by the board included a 1% increase. The extra 0.5% increase bargained has a fiscal impact of approximately \$6,500.

DBE Certified: Not applicable

Wage Opener Proposal Second Proposal

From: Missoula Urban Transportation District (Mountain Line)

To: Teamsters Local #2

Date: August 7, 2025

Subject: Wage Proposal for Maintenance Technicians and Service Persons

Pursuant to the current Collective Bargaining Agreement between the Missoula Urban Transportation District (Mountain Line) and Teamsters Local #2, and in accordance with the mutually agreed-upon wage reopener provisions, Mountain Line submits the following **Last, Best and Final proposal**:

Proposal:

Effective retroactively to July 1, 2025 subject to ratification of the agreement by the bargaining unit and approval by the Mountain Line Board of Directors, Mountain Line proposes a:

- **1.5% (one and a half percent) wage increase** for all classifications within the Maintenance Technicians and Service Persons unit.

This increase will be calculated using the top hourly wages pursuant to our standard methodology.

We look forward to working collaboratively with Teamsters Local #2 to reach a fair and responsible agreement.