



POLICY - ORGANIZED LABOR RELATIONS

Section/Number:	4-8	Total Pages:	2
Dept. Responsible:	Human Resources	Effective Date:	9/11/98
Special Note:	Supersedes all previous policies covering labor relations	Revision No.	<u>2 - 05/28/14</u>

I. Policy:

The Metropolitan Council recognizes that its relationship with its employees is a critical partnership for honoring its mission and meeting its objectives for the Twin Cities metropolitan region. It is the Metropolitan Council's desire and goal to foster cooperative relations with the union leadership in a united effort to achieve the goals and objectives of the Metropolitan Council. The Metropolitan Council is committed to achieving its mission while addressing the needs and concerns of employees. The Metropolitan Council acknowledges the rights of employees to organize and form unions in accordance with the Minnesota Public Employment Labor Relations Act (MPELRA), and will bargain with those unions in a fair and honest manner.

II. Purpose of policy:

A sound, consistent context for approaching Labor/Management relations is important to ensure fairness, employee satisfaction, and to aid operational planning. The Metropolitan Council's values and respects its employees and the services they provide and demonstrates commitment to this critical partnership by ensuring fairness, employee engagement and aid to operational efficiency in its approach to Labor/Management relations.

III. Background and reasons for policy:

The engagement of the Metropolitan Council employees and the success of the services they provide are essential to the success of the Council. Further, the Council must comply with the Public Employer Labor Relations Act (PELRA), and each of the collective bargaining agreements currently in place. Provisions of labor agreements reached under PELRA will supersede Human Resources policies if, and when, overlap exists.

IV. Implementation/Accountability:

Accountability:

A. A.—Human Resources is accountable to consult with managers to ensure that the laws, labor agreements, and associated policies and procedures are administered properly and consistently.

B. ~~The Chief Labor Relations Officer~~Council's Human Resources Labor Relations function is responsible for the negotiation within established parameters of all collective bargaining agreements.

C. B.—Management is accountable to ensure that the laws, labor agreements, and associated policies and procedures are administered properly and consistently.

D. C.—The Metropolitan Council is responsible for approving all collective bargaining agreements and plans governing the terms and conditions of employment for Council employees.