

## Management Committee

Meeting date: January 25, 2017

For the Metropolitan Council meeting of February 8, 2017

**Subject:** Labor Agreement with the Metropolitan Council Management Association

**District(s), Member(s):** ALL

**Policy/Legal Reference:** Minn. Stat. 179.a (PELRA)

**Staff Prepared/Presented:** Marcy Cordes, Chief Labor Relations Officer, (651) 602-1582

**Division/Department:** Human Resource/Labor Relations

### Proposed Action

That the Metropolitan Council authorize the Regional Administrator to enter into a labor agreement with the Metropolitan Council Management Association, effective January 1, 2016 through December 31, 2017.

### Background

The contract expired December 31, 2015. The Metropolitan Council Management Association represents 109 employees.

### Rationale

On January 19, 2017, the Metropolitan Council received an Interest Arbitration decision establishing terms & conditions of employment for the contract effective January 1, 2016 – December 31, 2017.

### Thrive Lens Analysis

Prosperity – The agreement represents a fair and reasonable wage settlement, and demonstrates the Council's commitment to investment in its employees.

### Funding

The Arbitrator awarded a total economic package above the Management Committee's established parameters, but within a range the Council can manage within the current operating budget.

### Known Support / Opposition

None