

Business Item

Management Committee



Committee meeting date: August 13, 2025

For the Metropolitan Council: August 27, 2025

Business Item: 2025-190

Labor Arbitration Advocacy and Consulting Services; Contracts 25P226A and 25P226B

District(s), member(s): All

Policy/legal reference: FM 14-2 – Expenditures for the Procurement of Goods, Services, and Real Estate Policy.

Staff prepared/presented: Valerie Darling, Labor Relations Program Manager, 651-602-1431

Division/department: Regional Administration / Human Resources – Labor Relations

Proposed action

That the Metropolitan Council authorize the Regional Administrator to negotiate and execute contracts 25P226A-B for labor arbitration advocacy and consulting services that will support all Council departments in an amount not to exceed \$700,000 as follows:

Organization	Contract Number	Contract Amount
Wiley Reber Law, PC	25P226A	\$400,000
Madden Galanter Hansen, LLP	25P226B	\$300,000

Background

There are times when Labor Relations requires the assistance of outside counsel for labor arbitration advocacy, collective bargaining negotiations, and related labor law and labor relations advocacy, strategy, and advice, due to staffing shortages or the need for specific expertise.

A Request for Proposals was issued on April 8, 2025. A pre-proposal meeting was hosted by Council staff that outlined the solicitation requirements, discussed project specifications, and responded to plan holder inquiries. There were six plan holders, four prime proposers, two plan rooms, and two of the plan holders identified as minority, woman, small, veteran, or disadvantaged business enterprises.

On May 20, 2025, the Council received three proposals to be evaluated for the consideration of the award and used the proposer quality, qualifications of the proposer, experience of the proposer, and price of the proposal as the criteria for evaluation.

The evaluation panel, comprised of Labor Relations, Office of General Counsel, and Metro Transit staff, reached consensus that the two proposals being recommended for contract award provide the best overall value to the Council.

Rationale

The execution of a contract for legal services that exceeds \$500,000 requires Council approval.

Thrive lens analysis

On February 12, 2025, the Council adopted Imagine 2050, which builds on policy direction in Thrive MSP 2040. Under the Thrive lens, authorization to enter into contracts for Labor Arbitration Advocacy and Consulting Services supports the Thrive outcome of Stewardship by providing labor advocacy and arbitration expertise not available in-house, on an as-needed basis, at competitive rates.

Funding

Funding is available through the Human Resources Operating Budget.

Small business inclusion

The Office of Equity and Equal Opportunity (OEEO) thoroughly reviewed this procurement for Metropolitan Council Underutilized Business (MCUB) opportunities in accordance with federal and state laws and regulations as well as contract specifications. Upon conclusion of OEEO's research and analysis, no MCUB goal was set.

