

Management Committee

For the Metropolitan Council meeting of November 14, 2018

Subject: Master Contract 14P092, Labor Arbitration Advocacy and Strategy Amendment

Proposed Action

That the Metropolitan Council authorize the Regional Administrator to amend the Master contract number 14P092 for Labor Arbitration Advocacy and Strategy, (Parker Daniel Kibort; The Wiley Law Office PC; Madden Galanter Hansen LLP) services by:

- Increase the dollar amount of the contract by \$90,000, for a maximum of \$865,000.
- The contract provisions and rates are to remain the same.

Summary of Committee Discussion/Questions

Master contract 14P092 is a 4-year agreement effective January 1, 2015 and expiring December 31, 2018. The current total amount of the contract is \$775,000. The new total amount is \$865,000. The vendors consult with Met Council staff and provide representation in connection with the administration and/or enforcement of agreements with labor organizations which represent Met Council employees. This work includes presentation of grievance arbitrations, matters before the Bureau of Mediation Services and/or Public Employment Relations Board, and employment investigations. There has been an increase in the volume of labor arbitration and representation matters being managed by the Human Resources Department. The number of cases and number of hours needed is largely driven by internal labor union decisions and can be unpredictable. The master contract provides additional labor advocacy and arbitration expertise, on an as-needed basis, that is not fully available in-house. Funding is available through the Human Resources operating budget.

It was moved by Cunningham and seconded by Melander, motion carried

Management Committee

Meeting date: October 24, 2018

For the Metropolitan Council meeting of November 14, 2018

Subject: Master Contract 14P092, Labor Arbitration Advocacy and Strategy Amendment
District(s), Member(s): All
Policy/Legal Reference: Council Policy 3-3 Expenditures – Procurement of Goods and Services over \$250,000
Staff Prepared/Presented: Marcy Cordes, Chief Labor Relations Officer, (651) 602-1582
Division/Department: Human Resources/Labor Relations

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Background

Master contract 14P092 is a 4-year agreement effective January 1, 2015 and expiring December 31, 2018. The current total amount of the contract is \$775,000. The new total amount is \$865,000. The vendors consult with Met Council staff and provide representation in connection with the administration and/or enforcement of agreements with labor organizations which represent Met Council employees. This work includes presentation of grievance arbitrations, matters before the Bureau of Mediation Services and/or Public Employment Relations Board, and employment investigations.

Rationale

There has been an increase in the volume of labor arbitration and representation matters being managed by the Human Resources Department. The number of cases and number of hours needed is largely driven by internal labor union decisions and can be unpredictable. The master contract provides additional labor advocacy and arbitration expertise, on an as-needed basis, that is not fully available in-house.

Thrive Lens Analysis

Authorization to enter into a contract extension for Labor Arbitration and Advocacy supports the Thrive outcome of Stewardship by providing labor advocacy and arbitration expertise and services at competitive rates.

Funding

Funding is available through the Human Resources operating budget.

Known Support / Opposition

None