

## Management Committee

For the Metropolitan Council meeting of March 21, 2018

**Subject:** Master contract 14P092, Labor Arbitration Advocacy and Strategy

### 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:

- Extending the length of the contract to December 31, 2018. The contract provisions and rates are to remain the same.
- Increase the dollar amount of the contract by \$210,000, for a maximum of \$680,000 over the four-year term of the agreement.

### Summary of Committee Discussion/Questions

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. It is common to enter into a contract with a vendor for three years with the option of extending an additional year or two. There is currently a high volume of arbitration and representation matters being managed by the Human Resources Department. 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 Melander, seconded by Rummel, motion carried.

## Management Committee

Meeting date: February 28, 2018

For the Metropolitan Council meeting of March 21, 2018

**Subject:** Master contract 14P092, Labor Arbitration Advocacy and Strategy

**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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- Increase the dollar amount of the contract by \$210,000, for a maximum of \$680,000 over the four-year term of the agreement.

### Background

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, as matters before the Bureau of Mediation Services and/or Public Employment Relations Board, and employment investigations. It is common to enter into a contract with a vendor for three years with the option of extending an additional year or two.

### Rationale

There is currently a high volume of arbitration and representation matters being managed by the Human Resources Department. 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