

Business Item

Management Committee



Committee Meeting Date: September 11, 2024

For the Metropolitan Council: September 11, 2024

Business Item: 2024-240 SW

Labor Agreement with the Metropolitan Council Management Association

District(s), Member(s):	All
Policy/Legal Reference:	Minn. Stat. 179A (PELRA)
Staff Prepared/Presented:	Joy Hargons, Labor Relations Manager, (612) 341-5768
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, 2024 through December 31, 2026.

Background

The contract expired December 31, 2023. The Metropolitan Council Management Association represents 124 supervisors and managers who work for Regional Administration, Environmental Services, Metropolitan Transportation Services, and Community Development.

Rationale

The parties reached a tentative agreement on August 21, 2024 and MANA membership ratified the agreement on September 5, 2024. Council policy requires the Council to approval all labor agreements.

Thrive Lens Analysis

Stewardship – As a settlement that falls within the financial parameters established by the Council for managing labor costs, the agreement demonstrates efficient and effective management of public financial resources.

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

Funding

The labor agreement was negotiated within the parameters set by the Management Committee.

Small Business Inclusion

There are no direct impacts to small business with this action.

