

# Business Item

Management Committee



Committee Meeting Date: October 23, 2024

For the Metropolitan Council: October 23, 2024

## Business Item: 2024-241 SW

Labor Agreement with the Transit Managers and Supervisors Association (TMSA)

<b>District(s), Member(s):</b>	ALL
<b>Policy/Legal Reference:</b>	Minn. Stat. 179.a (PELRA)
<b>Staff Prepared/Presented:</b>	Joy Hargons, Interim Senior Manager, Labor Relations, 612-341-5768; Cassandra Tabor, Chief Human Resources Officer, 651-602-1417
<b>Division/Department:</b>	Human Resources/Labor Relations

### Proposed Action

That the Metropolitan Council authorize the Regional Administrator to enter into an agreement with the Transit Managers and Supervisors Association (TMSA) effective for the period January 1, 2024, through December 31, 2026

### Background

The TMSA contract expired on December 31, 2023. TMSA represents 334 employees.

### Rationale

Following a recommendation from the Executive Board, TMSA membership ratified the agreement on October 15, 2024. Council policy requires the Council to approve 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.