

10-12-2012

# Metropolitan Council Labor Update

Presentation to: Legislative Commission on  
Metropolitan Government

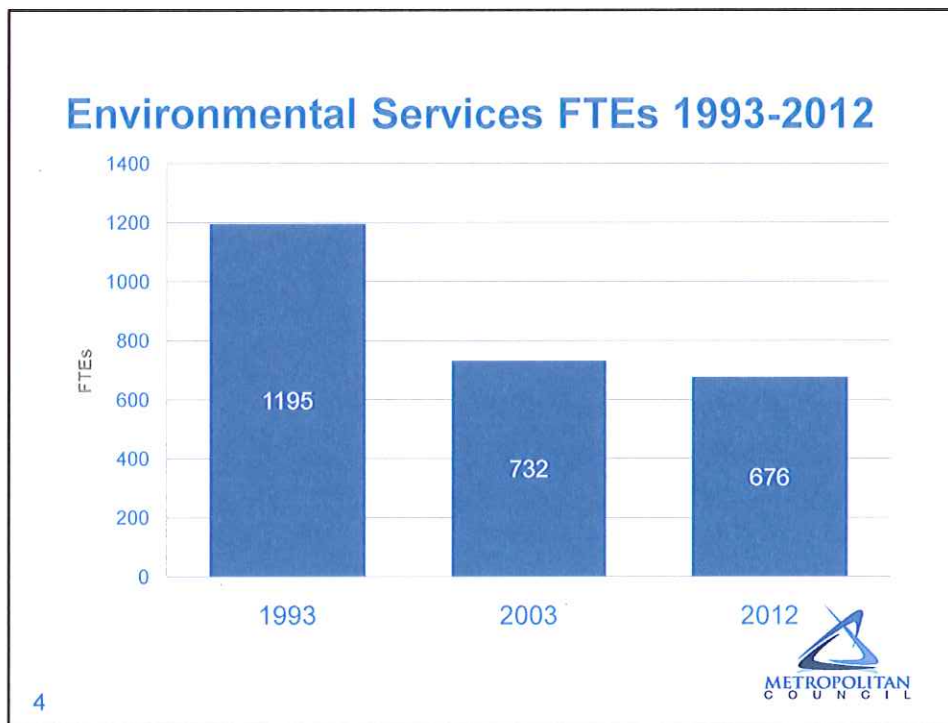
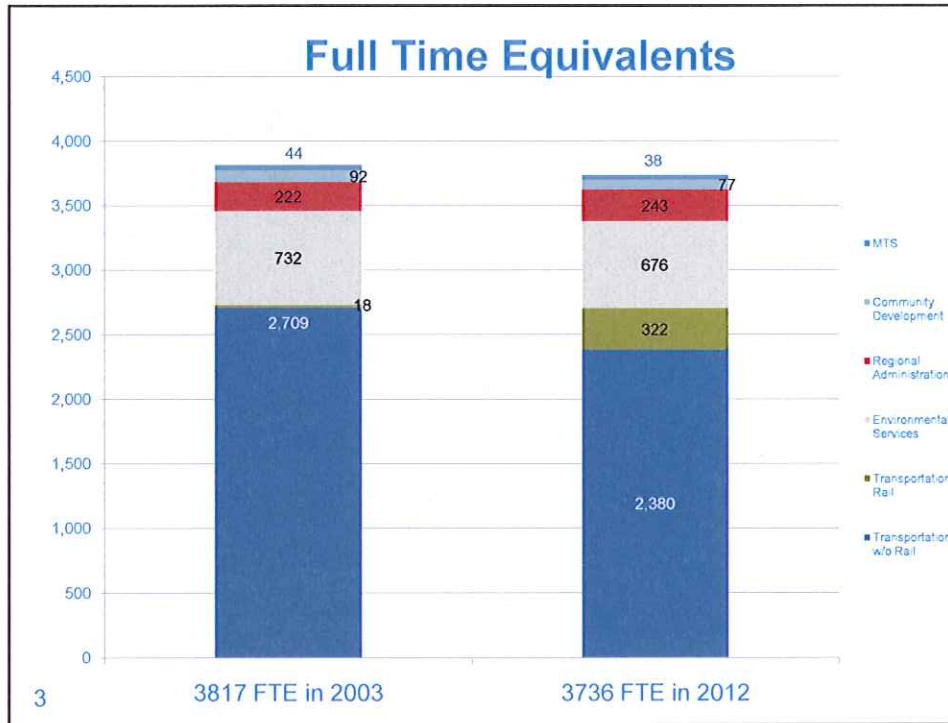


## Organizational Structure

Metropolitan Council has 5 primary divisions:

- Metro Transit (2702 FTEs)
  - Bus (2380 FTEs)
  - Rail (322 FTEs)
- Environmental Services (676 FTEs)
- Regional Administration (243 FTEs)
- Community Development (77 FTEs)
- Metropolitan Transportation Services (38 FTEs)





## Labor Structure

Labor structure reflects the Council's history of mergers:

- Metropolitan Council created in 1967
- Environmental Services (ES) was added in 1994
- Metro Transit also added in 1994
- Some labor units are unique to Metro Transit or to ES
- Other labor units cross divisional boundaries
- 12 labor units plus a non-represented group



Union/Association/ Plan	Metro Transit	Environmental Services	RA / CD MTS	Employee Count
<b>ATU</b> Amalgamated Transit Union				2203
<b>AFSCME</b> American Federation of State, county & Municipal Employees- Local 668				461
<b>NR</b> Non-Represented				307
<b>TMSA</b> Transit Managers and Supervisors Association				228
<b>Local 35</b> International Union of Operating Engineers				190
<b>MANA</b> Metropolitan Council Management Association				87

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Union/Association/ Plan	Metro Transit	Environmental Services	RA / CD MTS	Employee Count
<b>Machinists</b> International Association of Machinists & Aerospace Workers				48
<b>LELS 192</b> Law Enforcement Labor Services (PT Police)				44
<b>Teamsters</b> Teamsters Local 320 (FT Police)				44
<b>Electricians</b> International Brotherhood of Electrical Workers				28
<b>LELS 203</b> Law Enforcement Labor Services (Capt/Lts)				15
<b>Pipefitters</b> United Association of Pipefitters				7
<b>Painters</b> International Union of Painters & Allied Trades				6

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## 2012 Negotiation Priorities

### Wage Priorities:

- Wages aligned with local market
- Performance-based movement through ranges
- Improve wage consistency across labor units

### Health Care (HC) Priorities:

- Movement toward greater cost sharing health plan options
- Standardization and consistency across labor units

## 2012 Labor Negotiation Activity

Union/Association		Term
ATU	In Process	8/01/10 – 7/31/12
AFSCME	Settled	1/01/12 – 12/31/13
TMSA	Settled	1/1/11 – 12/31/13
LOCAL 35	In Process	7/01/11 – 12/31/12
MANA	Settled / In Process	1/1/12 --12-31-12
Teamsters	In Process	1/1/11 – 12/31/12
LELS 192	In Process	5/1/10 – 12/31/12
LELS 203	Settled	1/1/12 – 12/31/14
Painters	Settled	5/1/12 – 4/30/15



## Wage History

(% increase to prior year)

	2009		2010		2011		2012		2013	
	General	All Other	General	All Other	General	All Other	General	All Other	General	All Other
ATU	2.00	.81	0	1.07	0	.64	TBD	TBD	TBD	TBD
AFSCME	2.3	0	0	0	0	0	2.00	1.00	2.00	2.50
NR	0	0	0	0	0.25	0	2.00	0.90	TBD	TBD
TMSA	2.25	0.49	2.25	2.17	0	0	0	1.09	2.00	2.50
Local 35	1.71	0	0	0	0	0	0	0	TBD	TBD
MANA	2.7	0.51	0	0.5	0	0.50	2.00	0.55	TBD	TBD

## Wage History – Part Two

	2009		2010		2011		2012		2013	
	General	All Other	General	All Other	General	All Other	General	All Other	General	All Other
Machinists	0.88	0	0	0	0	0	2.00	3.32	2.00	0
Teamsters	0	2.71	0	0.70	0	0	.5	0.97	TBD	TBD
LELS 192	3.36	0	0	0	0	0	TBD	TBD	TBD	TBD
LELS 203	2.50	0	0	0	0	0	2.00	1.94	2.00	2.52
Electricians	1.49	0	1.47	0	0	0	1.28	0	TBD	TBD
Painters	0	0	1.44	0	1.08	0	1.99	0	TBD	TBD
Pipefitters	3.18	0	5.52	0	0	0	1.47	0	TBD	TBD

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## Other changes

- Common wage structure adopted for AFSCME, TMSA and Non-Rep
- High cost health plan eliminated for AFSCME, TMSA, Machinists, LELS and Non-Rep for 2013
- Transition to HC self-insurance in 2013