



# 2026 Union Negotiations

Bargaining Overview



# Labor Relations at the Council



- The Council values its partnership with employees as vital to its mission in the Twin Cities.
- Committed to fair, cooperative relationships with union leadership under the Minnesota Public Employment Labor Relations Act.
- Engages in good faith bargaining: open, regular discussions aimed at agreement, without obligation to concede.
- The Labor Relations unit within the HR Department coordinates bargaining with 12 unions.

# Labor Relations



## The Labor Relations Team

- Cassy Fogale, Assistant Director
- Alexis Baker, Program Manager
- Valerie Darling, Program Manager
- Sam Libke, Specialist
- Amanda Martens, Program Technical Specialist

# Labor Relations

## Key Principles

- **Mutual Partnership**  
Labor and management rely on each other to succeed
- **Disagreement is Normal**  
Differences in perspective are expected and part of healthy dialogue
- **Grievances & Impasses Are Tools, Not Failures**  
Structured ways to resolve issues - not signs of a broken relationship
- **Strategic Problem-Solving**  
Both sides bring data, ideas, and goals to find balanced solution



# Union Contract Overview

Union	Contract Expiration	Number of Employees
ATU	7/31/2026	2,483
AFSCME	12/31/2026	717
Non-Rep'd	-	524
TMSA	12/31/2026	360
Operating Engineers	12/31/2026	185
MANA	12/31/2026	136
Police – FT	12/31/2026	87
Machinists	12/31/2026	52
Electricians	4/30/2027	45
Police – PT	12/31/2026	25
Police – Supervisors	12/31/2026	21
Painters	4/30/2027	5
Pipefitters	4/30/2027	1

# Bargaining Roles

## The Employer

Bargaining terms and conditions of employment on behalf of the Metropolitan Council and the communities we serve.

## The Unions

Bargaining terms and conditions of employment on behalf of the 4,000+ union-represented Metropolitan Council employees.

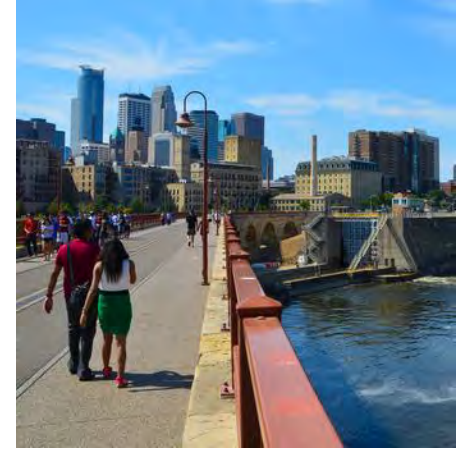
# Bargaining at the Council

## The Council

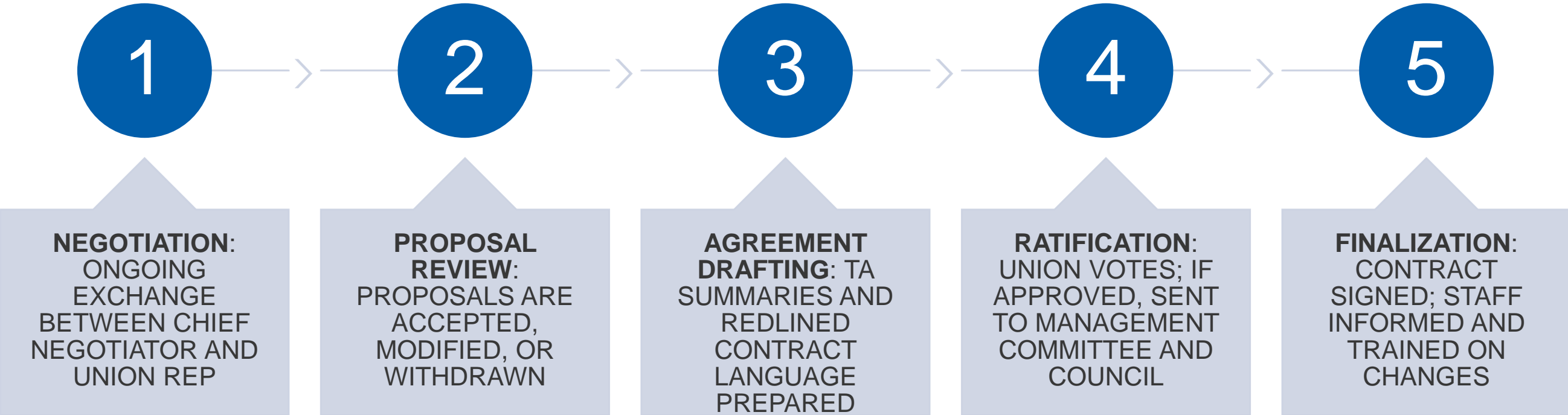
- Council sets bargaining philosophy, goals, and financial limits
- Works with Management Committee
- Approves agreements after union ratification

## Management Committee

- Ensures accountability for budgets, labor agreements, and insurance
- Acts as liaison to full Council on labor relations issues
- Reviews tentative agreements and can place them on the Council's consent agenda



# Bargaining Process



# Council Member Role During Union Negotiations

Suggestions	Cautions
<ul style="list-style-type: none"><li>• Encourage transparency and accountability through the proper authorized negotiation channels</li></ul>	<ul style="list-style-type: none"><li>• Avoid direct conversations that can lead to misunderstandings; refer members back to their leadership</li></ul>
<ul style="list-style-type: none"><li>• If you are contacted by Union Representatives, please document and share with authorized staff</li></ul>	<ul style="list-style-type: none"><li>• Avoid dismissing union concerns or issues</li></ul>
<ul style="list-style-type: none"><li>• Please contact the Asst. Director of Labor Relations</li></ul>	<ul style="list-style-type: none"><li>• Avoid letting personal biases influence engagement</li></ul>



Questions?





## **Cassy Fogale**

Assistant Director, Labor Relations  
Human Resources

[Cassy.Fogale@metc.state.mn.us](mailto:Cassy.Fogale@metc.state.mn.us)

O. 651-602-1403

C. 763-215-1244

