



Tentative Agreement

August 6, 2026

**Metropolitan Council / Metro Transit
Amalgamated Transit Union, Local 1005
Contract Expiring July 31, 2026**



The Metropolitan Council and ATU Local 1005 have reached a tentative agreement that supports the shared goals of fair pay, strong benefits, job protections, and opportunities for employees. The agreement reflects months of working together to find solutions and recognize the important work Metro Transit employees do.

Agreement Summary –

Duration & Wage Increases

To promote ongoing stability and maintain positive labor relations, the parties tentatively agree to a three-year agreement, retroactive to August 1, 2026, and continuing through July 31, 2029, with the following wage increases applied reflectively to August 1, 2026:

- Effective August 1, 2026 (retroactive): 3.0%
- Effective August 1, 2027: 3.5%
- Effective August 1, 2028: 4.0%

Commitments to Sustainable Health Care

I. Sustainable Benefit Program (NEW)

A commitment to expanding health care access and improving affordability for employees and retirees across the bargaining unit.

II. Retiree Health Insurance Premium Review (NEW)

A collaborative process for exploring retiree cost offset solutions while preserving existing benefits.

New and Improved Benefits Package

I. Free Transit for Dependents (NEW)

Employees' eligible dependents will receive transit passes, supporting families and ridership.

II. Longevity Program (NEW)

Beginning in 2027, employees with 10+ years of service will receive annual longevity payments based on the prior year's compensation:

- 10–14 years: 1.5% up to \$1,500
- 15–19 years: 2.0% up to \$2,000
- 20+ years: 2.5% up to \$2,500

III. Long-Term Disability Coverage (NEW)

The Employer will provide long-term disability coverage at no monthly premium cost to employees.

IV. Health Insurance Stability

The total value of the optional HRA plan (Plan C) will be preserved for the duration of the agreement unless mutually negotiated otherwise.

V. Retiree Health Insurance Requirements

Retirees and their dependents will move to the Council's Medicare Advantage plan at age 65, giving them better more affordable coverage while helping maintain affordable, sustainable health plan costs for active employees.

VI. Vacation Accrual Improvements

Vacation accrual schedules are improved to provide earlier access and alignment with other contracts.

VII. Sick Leave & HCSP Enhancements

The tentative agreement includes:

- Accrual up to 1,700 hours
- HCSP conversion of hours over 1,700
- Increased retirement payouts
- Clarified partial sick leave use

VIII. Bereavement Leave Expansion

Three paid days for an expanded list of relatives, with two additional days available if approved.

IX. Safety Glasses Reimbursement Increase

Reimbursement increased to up to \$150 annually, plus an additional \$50 for qualifying indoor/outdoor prescription lenses.

X. Uniform Allowance Increase + Vendor Collaboration (NEW)

Annual allowance increases to \$450 and adjusts automatically based on vendor pricing. Meet-and-confer sessions will occur before and after vendor selection.

Workforce Support, Stability, & Safety

I. Fitness for Duty Compensation (NEW)

Employees required by the Employer to undergo medical evaluations and then are cleared to return to work will be paid for days they were off work, provided the employee does not delay the process.

II. New Operator Onramp Pilot (NEW)

Dedicated runs for new operators will support skill development and stability before rotation to the extraboard. Joint reviews will occur regularly.

III. Relief Car Program Continuation

The successful pilot will continue for the duration of the agreement, with annual reviews.

IV. Rest and Meal Break Agreements (NEW)

The parties mutually agree to maintain existing practices regarding break structures, allow combining breaks where appropriate, and confirm the ability to establish non-statutory break schedules.

V. Classification Review Commitment (NEW)

A collaborative process will ensure administrative and clerical classifications remain accurate and equitable.

VI. Expanded ATU Representation (NEW)

The Associated Communication Specialist job classification will be recognized as part of the ATU bargaining unit and will be covered by all ATU rights, protections, and contract benefits once the state issues a certification order.

Career Path, Operational Improvements, and New Opportunities

I. Dispatcher Wage Class Adjustments

To improve recruitment and acknowledge skill levels:

- Pick & Markup Dispatchers: 62 → 68
- General Dispatchers: 58 → 64
- Relief Markup Dispatchers: 61 → 66

II. Work Exchange Pilot (NEW)

Allows bus and light rail operators to exchange work.

III. TRIP Transportation Upgrades (NEW)

The tentative agreement includes seniority-based promotions, structured picks, overtime procedures, and increased training from 8 to 16 hours.

IV. Part-Time Train Operators (NEW)

Clarifies new opportunities for part-time train operators, transfer order, CDL requirements, reassignment rules, and seniority impacts.

V. Maintenance Seniority Revisions (NEW)

Simplified and clarified maintenance seniority rules.

VI. Military Pay Differential (NEW)

The Metropolitan Council will provide differential pay for eligible employees on active duty consistent with Minn. Stat. § 471.975, for up to four years.