

**Metropolitan
Mosquito Control District**

**Commission Meeting
February 26, 2026
9:00 AM**

Information Packet

**METROPOLITAN MOSQUITO CONTROL DISTRICT
MEETING ANNOUNCEMENT**

COMMITTEE: **Special Executive Committee Meeting**

IN PERSON: **Metropolitan Mosquito Control District**
2099 University Avenue West
St. Paul, MN 55104

DATE: **Thursday, February 26, 2026**
TIME: **9:00AM**

A G E N D A

1. Call Meeting to Order
2. Roll Call
3. CLOSED SESSION – Union Contract
4. Adjournment

*** Action Requested**

Commissioner Rena Moran	Ramsey County
Commissioner Lisa Anderson	Carver County
Commissioner Jeff Reinert	Anoka County
Commissioner Liz Workman	Dakota County
Commissioner Kevin Anderson	Hennepin County
Commissioner Dave Beer	Scott County
Commissioner Fran Miron	Washington County

Next Commission Meeting: Wednesday, February 26, 2026, 10:00a.m.

Next Executive Meeting: March 18th, 2026, 9:15a.m

METROPOLITAN MOSQUITO CONTROL COMMISSION MEETING

Presented by:
Daniel Huff

Informational:
Union Contract

Summary of Mediation Results

I am pleased to report that the mediation process with LIUNA 363 has concluded with a tentative agreement that secures MMCD's key priorities: a two-year contract term (2026–2027) and a sustainable compensation package of 5% annual wage increases in both years. The agreement also includes agreed-upon terms on health insurance cost-sharing and Paid Family Medical Leave, providing stability for both our workforce and long-range financial planning. Union membership has ratified the agreement.

All Tentative Agreements (TAs) Reached

In addition to the economic package, the parties reached tentative agreement on a comprehensive set of contract language items, including:

- Recognition and Union Security: Updated to comply with the Minnesota Public Employee Labor Relations Act (PELRA), ensuring statutory compliance and clarity.
- Bargaining Unit Information: Clear timelines and formats for providing employee information.
- Union Dues and Payroll Deductions: Streamlined procedures for dues authorization and remittance.
- Union Access and Visitation: Defined rights for union access to new employees and communication with bargaining unit members.
- Sick, Disability, and Bereavement Leave: Updated to comply with the Minnesota Earned Safe and Sick Time Law, with clarified definitions and documentation requirements.
- Non-Discrimination and Anti-Harassment: Modernized language to reflect current legal standards.
- Paid Family Medical Leave: MMCD will pay 50% of the payroll tax required under Minnesota law and allow employees to use accrued paid leave as a supplemental benefit.
- Housekeeping Items: Renumbering salary schedule steps and confirmation of alternative work schedule practices.
- Step Advancement Grievance Settlement: Resolution of a step advancement grievance, including retroactive implementation for two employees and withdrawal of the grievance from arbitration with prejudice.

All prior tentative agreements remain in place and move forward unchanged.

Next Steps and Board Engagement

- Conduct legal review of relevant classification and applicable standards
 - Keep the Board informed as analysis progresses
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Conclusion

The mediation outcome delivers on MMCD's core objectives: a two-year agreement, sustainable wage and benefit increases, and operational stability. The union's willingness to make concessions on key economic and operational issues contributed to a balanced and mutually agreeable outcome for both parties. I am confident that this agreement positions MMCD for continued success and responsible stewardship over the next two years.
