



Duluth Transit Authority

REQUEST for PROPOSALS

RFP# 2026.09.22

FOR

LABOR LAW LEGAL SERVICES

ADDENDUM 1

ISSUE DATE: October 6, 2026

Duluth Transit Authority

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This addendum provides responses to pre-bid questions received in response to the posted RFP. All other terms, conditions, and requirements of the original RFP remain unchanged. Vendors must acknowledge receipt of this addendum in their proposal response.

#	Question	Answer
1	Section 6.3(a) requires a minimum of seven years of experience practicing under Minnesota PELRA. Please confirm whether this minimum applies only to the lead attorneys or to every attorney proposed.	Only necessary for lead.
2	Section 6.5 provides that attorneys not identified in the proposal must be approved by the DTA Project Manager before working on a matter (Item 11), and that attorneys with less than three years of experience require prior written permission (Item 13). Would DTA like us to identify associate attorneys, with their hourly rates, on the Formal Proposal Sheet? Or does DTA prefer that we list only the lead attorney(s), with any additional staff approved during the contract term?	Identify associate attorneys planned to be used for DTA contract, and any others can be added later as needed.
3	Can DTA indicate whether any currently non-represented employee groups have been the subject of union organizing activity, representation petitions, or requests for recognition in the past five years?	Yes. We are about to negotiate with a new group of employees who have officially organized. It is currently four part-time employees.
4	Can DTA approximate how many grievances it fields per year?	15
5	Can DTA approximate how many arbitrations it has per year?	0
6	Has DTA ever participated in a rights/interest arbitration?	No.
7	Our review of publicly available records suggests that there have not been any recent strikes, lockouts, or work stoppages in the past two decades. However, can DTA confirm whether there have been any such labor disruptions in the past 20 years?	None. There have been rumors of a potential strike for upcoming contract negotiations. If we were to get to that point, assistance in navigating that would be needed.