**AFSCME Local 88 Management Bargaining Update 10 (August 26, 2025)**

The County and the Union met for bargaining on August 14, 2025.

Here is where we are in brief:

**5** Articles Pending with Union

**13** Articles Pending with County

**4** Addenda Pending with Union

**6** Addenda Pending with County

This is what went across the table on August 14:

**Proposed by Union:**

The Union presented four individual proposals and one package proposal that included three articles and two addenda:

**Article 13: Work Schedules**

* The Union first opened this article on April 17; the County countered on July 17 as part of a comprehensive package (see bargaining update 8, linked below); this was the Union’s first counter
* The Union modified their original proposal regarding schedule changes from 30 days to 21 days.
* The Union rejects the County’s proposal to change meal period scheduling based on operational needs
* The Union also reproposed process language on same day reassignments and dropped their proposal for a same day reassignment premium

**Article 19: Modification of Work Performed by the Bargaining Unit**

* The County proposed Current Contract Language (CCL) on March 6; both parties have made numerous counter proposals; this is the Union’s second counterproposal
* The Union maintains their proposals that work performed by bargaining unit employees cannot be contracted or subcontracted out in any instance;
* The Union also maintained their proposal that volunteers cannot replace employees or be used to fill vacancies

**Article 25: Safety and Health**

* The Union first opened this article on March 13; this is their second counter-proposal
* The Union maintains their ask for a Joint Staffing Committee to review staff impacts and proposes new language on an employee’s right to refuse work

**Addendum E: Auto Reimbursements and Transit Subsidies**

* The Union first opened this article on February 27; the County made a counterproposal in our July 17 package proposal; this is the Union’s first counter
* The Union has dropped the language from their initial proposal regarding parking reimbursements but maintained an increase to personal auto reimbursement

**Package Proposal**

**Article 2: Definitions**

* The Union opened this article on February 27; the County provided a counter on March 6
* The Union maintains their ask to reduce trial service from 12 months to 6 months; they also propose the elimination of temporary employees (converting all temps into Limited Duration employees), and putting definitions around telework into the contract

**Article 15: Job Profiles and Pay Ranges**

* The County first opened this Article on April 14; this is the Union’s first counter
* The Union rejected the County’s language on equal pay and promotional pay where a KSA exists
* The Union introduced language so that an employee could grieve a denial of higher pay, and removed language around temporary workers (moved to Addendum K)

**Article 22: Shift and Work Assignment**

* The Union first opened this article on March 13; the County countered on June 12; this is the Union’s first counterproposal
* The Union proposed removing all Work out of Class positions, making all of these Limited Duration

**Addendum K: Limited Duration Appointments**

* The County first opened this article on March 6; this is the Union’s first counter
* In alignment with their proposed Articles 2, 15, and 22, this addendum proposes making all temporary or Work out of Class positions Limited Duration, and limits all of these to six months with no extensions

**Addendum L: On-Call and Temporary Employees**

* The Union initially opened this article on February 27; the County countered in a package proposal on July 17 (see Bargaining Update 8, linked below); this is the Union’s first counter
* The Union proposes opening all terms of the CBA to on-call employees, and that any on-call employee who works 1040 hours in a year would be treated as a part-time employee for benefits; this proposal also moved language around temporary employees to Addendum K in alignment with their package

**Proposed by County:**

The County did not provide any counter-proposals at our August 14 session, and we asked to cancel the bargaining that was scheduled for August 21 so that we could properly review the numerous proposals that are currently in the County’s court. While we appreciate the time and effort the Union put into the numerous proposals they presented, the County will not have any substantive proposals to present until we receive the Union’s counter proposals on the economic items the County presented on July 17, 2025.

Tentative Agreements as of August 22, 2025:

* Article 1 - Preamble (4/3/2025)
* Article 3 - Recognition (5/15/2025)
* Article 4 - Management Rights (4/3/2025)
* Article 6 - No Strike or Lockout (4/3/2025)
* Article 11 - Health and Welfare (5/15/2025)
* Article 12 - Workers Compensation and Supplemental Benefits (5/22/2025)
* Article 16 - Pensions (5/22/2025)
* Article 17 - Disciplinary Action (5/22/2025)
* Article 23 - Personnel Rules and Records (5/15/2025)
* Article 27 - Savings Clause and Funding (3/13/2025)
* Article 28 - Entire Agreement (5/15/2025)
* Addendum C - Premium Pay and Other Special Provisions (5/15/2025)
* Addendum D - Emergency Conditions Provision (5/15/2025)
* Addendum F - Library Department (7/3/2025)
* Addendum J - Health Department (5/15/2025)

Our next bargaining session is scheduled for August 28.