**AFSCME Local 88 Management Bargaining Update 11 (September 10, 2025)**

This is what went across the table on August 28:

**Proposed by the Union:**

Article 29: Termination

* The Union made their initial proposal on May 1; the County made a counterproposal on May 15; the Union countered with same proposal on August 28, and the County made same counterproposal on September 4
* The Union maintains their ask to have their Collective Bargaining Agreement expire on April 30 (rather than June 30, which aligns with the County’s fiscal year)

Package Proposal with Articles 7, 8, 10, 14 and Addenda A, B, and N

Article 7: Holidays

* The Union made their initial proposal on April 17; the County made a counterproposal on July 17; this is the Union’s first counter
* The Union and County agree on all points but one, regarding the calculation of Holiday pay and accruals for part-time employees

Article 8: Vacation

* The Union made their initial proposal on April 17; the County made a counterproposal on July 17; this is the Union’s first counter
* The Union maintains their ask for excess accruals (after employees reach their cap) to automatically go into a catastrophic leave bank; parties are otherwise aligned

Article 10: Other Leaves

* The County made the first proposal on March 13; the Union countered on May 15; the County countered on July 17; this was the Union’s second counter
* The Union reproposed their ask for “Trauma Leave,” which the County had already rejected

Article 14: Compensation

* The Union made their initial proposal on April 17; the County made a counterproposal on May 15; the Union countered on June 12; the County countered on July 17; this is the Union’s second counter
* The latest financial ask from the Union is for flat-rate increases of $3 in year one, $2 in year two, and $2 in year three, and reproposed longevity differentials

Addendum A: Job Profile Pay Ranges

* Adjusted to reflect latest Article 14 proposal

Addendum B: Leak Worker Premium

* The Union reduced their lead premium proposal from a minimum of 12% to 7% but maintains their ask that employees be allowed to request lead premium from supervisors with denials being subject to the grievance process

Addendum N: Shelter Staffing

* The County had initially proposed this new Addendum on July 17 to memorialize Shelter Staffing MOAs; this is the Union’s first counter
* The Union has proposed stacking premiums for all workers who volunteer to work shelters (rather than getting 20% only on base rate) and getting paid a minimum of 4 hours in the event of a last-minute shift cancellation

The County did not present any counter-proposals at our August 28 session as were awaiting the Union’s response to the full package proposal presented by the County on July 17, 2025. The Union was informed of this prior to the session.