**AFSCME Local 88 Management Bargaining Update 12 (September 12, 2025)**

The County and the Union met for bargaining on August 28 and September 4, 2025.

Here is where we are in brief:

**6** Articles Pending with Union

**11** Articles Pending with County

**3** Addenda Pending with Union

**7** Addenda Pending with County

This is what went across the table on September 4th:

**Proposed by the County:**

Article 13: Work Schedules

* The Union initially opened this article on April 17; the County countered on July 17; the Union countered on August 14; this was the County’s second counter
* We have accepted the Union’s proposed language on a same-day reassignment process, and we have dropped our ask to have the length of meal periods established by management

Article 18: Settlement of Disputes

* This is the County’s 3rd counter-proposal
* The County and the Union are really close but the County maintains our position that while stewards can act as support people in an employee’s interactive ADA accommodation process, they are not in those meetings as Union stewards, because the process is outside of the contract and PECBA

Article 19: Modification of Work Performed by Bargaining Unit

* This is the County’s 3rd counter-proposal
* The Union has continued to ask for language that would restrict the County’s use of contracting out and using volunteers; the County proposed maintaining current contract language except for allowing impact bargaining on intergovernmental agreements per statute

Article 21: Seniority and Layoffs

* The Union first opened this article on March 27; the County countered on May 15; the Union countered on July 10; this is the County’s 2nd counterproposal
* The Union has continued to propose a modification in calculating seniority for on-call workers which would present a logistical challenge to implement; the County rejected the Union’s proposal to have an employee on the recall list be given three opportunities to be recalled and is maintaining current contract language

Article 25: Safety and Health

* This is the County’s 3rd counter-proposal
* We have accepted the Union’s language (from OSHA) regarding an employee’s rights around work refusal, but we have rejected the Union’s proposal for the creation of a Joint Staffing Committee as we feel that the existing Labor Management Committee meetings are the appropriate place to address those concerns

Article 29: Termination

* The Union opened the article on May 1; the County countered on May 15; the Union countered on August 28; this was the County’s second counter-proposal
* We still reject the Union’s ask to have their CBA expire on April 30 instead of June 30 due to the logistical and budgetary challenges this would create and to keep alignment with the fiscal year

Addendum G: Department of Community Justice

* The County and Union are moving closer on new language regarding scheduling on an employee’s first day of rest

Addendum H: Drug and Alcohol Policy

* The County rejected Union’s proposal on restricting what can be shared with law enforcement as some County departments are Law Enforcement

Addendum I: Office of the Sheriff

* Same as with Addendum G, we are still working out language around scheduling on an employee’s first day of rest.

**Proposed by the Union:**

Addendum M: Jail Side Assignment Premium

* The Union again proposed adding a 10% premium to all Local 88 employees who work on the jail side of a correctional facility

As listed below, we have come to an agreement on many articles and addenda, and we appreciate the Union’s thoughtful movement in many areas. While both sides are doing their best to reach an agreement, substantial differences still separate the County and the Union regarding economic matters. These issues are especially challenging to resolve given the County’s current economic outlook and funding uncertainties. The bargaining teams will continue to meet with the goal of reaching a fair contract for both parties.

We have canceled the bargaining session scheduled for September 11 so we can finalize our next compensation proposal, and we have also canceled our September 18 session due to scheduling conflicts. We will be back at the table on September 25.

Tentative Agreements as of September 11, 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 20 - Workloads and Standards (9/4/2025)
* 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)