**AFSCME Local 88 Management Bargaining Update 14 (October 9, 2025)**

The County and the Union met for bargaining on October 2, 2025.

Here is where we are in brief:

**11** Articles Pending with Union

**4** Articles Pending with County

**7** Addenda Pending with Union

**1** Addenda Pending with County

This is what went across the table on October 2nd:

**Proposed by the County:**

The County put forward a package proposal with new counter proposals on Articles 5, 7, 8, 9, and 14, and Addendum A. A package proposal is specifically conditioned on acceptance of all articles and addenda that are part of the package. If the package is not accepted in its entirety, the County bargaining team reserves the right to revert to its previous positions on any of the items or to modify the proposals at any time.

Article 5: Union Security, Representation and Business (Package Proposal #3)

* The County opened this Article on March 6 and it’s gone back and forth several times; this is the County’s 3rd counterproposal
* The County is agreeing to the Union’s proposal to have the Union president’s full-time release during their term, but proposes that the cost be split 50/50 with the Union; the County is also agreeing to language from the Union around increasing the size of the bargaining team (from 10 to 12) and posting the new CBA online within 10 days
* The County has maintained that the Union must maintain a list of designated representatives that they share with the County; the Union has continued to reject this proposal but the County believes it is essential in order to ensure smooth Labor/Management communication, contract implementation, and compliance with PECBA.

Article 7: Holidays (Package Proposal #3)

* The Union opened this article on April 17; this is the County’s second counterproposal
* The County is rejecting the Union’s proposal to grant part-time employees full-time pay on holidays not worked but does accept Union’s language around other leave for part-time employees

Article 8: Vacation Leave (Package Proposal #3)

* The Union opened this article on April 17; this is the County’s second counterproposal
* This current counter is the same as what we proposed on July 17; we are rejecting the Union proposal for excess hours of sick leave to automatically go into a catastrophic leave bank. (The County does not have a catastrophic leave bank.)

Article 9: Sick Leave, Fitness for Duty and Disability Insurance (Package Proposal #3)

* The County first opened this article on March 13 and it’s gone back and forth a few times; this is our 3rd counterproposal but it’s mostly the same as our July 17 proposal
* The County proposed clarifying the definition of “separate events” for sick leave certification, proposing that a separate event means non-consecutive work days across more than one work week.

Article 14: Compensation (Package Proposal #3)

* The County’s latest economic proposal calls for a 2.4% COLA in year one, and 1 - 4% COLAs in years two and three
* The County heard the Union regarding the importance of appreciation for employees who have been with the County for a long time; the County proposed a longevity leave of 40 hours after 15 years of service; the County also agreed to extending comp time bank max, accepted increasing KSA premiums to 5%, and increasing certification pay to $1000

Addendum A: Pay Ranges (Package Proposal #3)

* The wage table proposal reflects our latest economic package

**Proposed by the Union:**

Article 21: Seniority and Layoff

* The Union has again proposed a new method of calculating for on-call seniority, and has proposed that a recalled employee be given two opportunities to decline a job before being removed from the recall list (a reduction from their previous proposal of three opportunities)

Article 25: Safety and Health

* The Union has accepted the County’s language regarding OSHA but maintains their call to establish a joint staffing review committee

Addendum H: Drug and Alcohol Policy

* The Union again proposed that the County be contractually forbidden from providing evidence or information gathered in the course of a drug and alcohol investigation to law enforcement unless required by law or imminent risk to public safety

Tentative Agreements as of October 2, 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 19 - Modification of Work Performed by the Bargaining Unit (9/25/2025)
* Article 20 - Workloads and Standards (9/4/2025)
* Article 23 - Personnel Rules and Records (5/15/2025)
* Article 26 - General Provisions (9/25/2025)
* 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 G - Department of Community Justice (9/25/2025)
* Addendum I - Office of the Sheriff (9/25/2025)
* Addendum J - Health Department (5/15/2025)

Next steps:

The County submitted a request for mediation on October 7. The Oregon Employment Relations Board can take several weeks to get mediation scheduled, so we will continue to bargain in good faith with Local 88 in the hopes of reaching an agreement before mediation begins.