**AFSCME Local 88 Management Bargaining Update 3 (5/20/2025)**

The County and the Union last met for bargaining on May 15, 2025. As we shared previously, the Union presented the majority of their financial package at the May 1, 2025 session, and the County provided its first counter proposal during the May 15th session. Significant differences remain between the County and Union regarding economic issues.

Using a standard costing methodology employed by both parties, our analysis indicates that the Union’s proposed package would exceed $500 million in the first of the contract and approximately $966 million over three years. Given the magnitude of Union’s initial proposal, which represents a substantial increase over previous negotiations, formulating a responsive counter proposal was challenging. The scale of the request makes it difficult to identify the specific areas for focused discussion and potential compromise necessary for reaching a mutually agreeable and fiscally responsible contract.

Considering the County’s projected financial constraints over the coming years, we presented our first counter proposal which largely maintains existing contract language. This approach aims to foster ongoing dialogue and deepen our understanding of the Union’s key priorities. The County’s goal is to collaboratively identify contract terms that achieve a fair and sustainable contract, benefiting both our employees and the County’s fiscal stability, while operating within the County’s budgetary realities.

Here’s where we are today in brief:

**8** Articles TA’ed (tentative agreement reached)

**14** Articles pending with AFSCME

**9** Articles pending with County

**3** Addenda TA’ed

**4** Addenda pending with AFSCME

**8** Addenda pending with County

Here is what went across the table on May 15:

**Article 10 - Other Leaves**

* The Union put forward a counter-proposal allowing employees the option to use paid leave or take unpaid leave for leaves of absences; increasing bereavement leave from 3 - 6 days to 5 - 10 days; adding “trauma leave” to address physical and mental health needs following a traumatic event, which would function as an unlimited bank of paid admin time for employees to take following a work related direct or indirect trauma (undefined) event; for non-work related events employees may use paid sick or catastrophic leave.

**Article 12 - Workers Compensation and Supplemental Benefits**

* The Union put forward a counter-proposal to allow employees to take any paid leave following the first day of disability during waiting period

**Article 14 - Compensation**

* The County rejected most of the Union’s compensation proposals; our counter-proposal included:
  + 2.4% increase 7/1/2025 (difference between CPI-W West Size A from the second half of 2023 to the second half of 2024)
  + 1 - 4% increase 7/1/2026
  + 1 - 4% increase 7/1/2027
* The County’s counter accepted the Union’s proposals on Market Adjustment studies, accepted the 5% premium on Cultural and Bilingual KSAs, and accepted an increase to banked Comp time of up to 96 hours (an increase from the current 80 hours but less than Union’s proposed 160 hours)
* The County’s counter added language regarding employees checking for accuracy of paystubs to minimize instances of overpayment and recollection

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

* The County’s counter-proposal was to revert to current contract language but accept Union proposal on impact bargaining for Intergovernmental Agreements as statute already allows for this

**Article 21 - Seniority and Layoffs**

* The County’s counter-proposal accepted Union’s language on continuous service seniority, requiring review of employees on recall list prior to filling a vacancy, and extending an employee’s time on recall list to 36 months

**Article 29 - Termination**

* The County rejected the Union’s proposal to change the termination date of the CBA to April 30th due to the budgeting and operational needs to remain aligned with the Fiscal Year

**New Article - Artificial Intelligence**

* The County rejected the Union’s new proposed article on the use of Artificial Intelligence as this is a permissive subject

While we have a long ways to go on several items, we are happy to have come to so many Tentative Agreements so early in the process, which are:

* 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 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 J - Health Department (5/15/2025)

Our next bargaining session will be May 22nd.