**AFSCME Local 88 Management Bargaining Update 4 (5/28/2025)**

The County and the Union last met for bargaining on May 22, 2025. This was a relatively short session.

As previously mentioned, initial costing of the Union’s economic proposals is estimated to be between $500-$950 million over the three year term of the contract. The County made a counter-proposal to the Union’s significant financial package on May 15th, and now we are waiting for the Union’s response that will more clearly identify their economic priorities.

Here’s where we are today in brief:

**11** Articles TA’ed (tentative agreement reached - see full list below)

**13** Articles pending with AFSCME

**8** Articles pending with County

**3** Addenda TA’ed

**3** Addenda pending with AFSCME

**9** Addenda pending with County

This is what went across the table on May 22:

**Addendum F - Library**

* The Union presented a counter-proposal accepting the County’s holiday updates but rejecting the County’s shift bid language

**Addendum H - Drug and Alcohol Policy**

* The Union’s counter-proposal added language on Garrity rights, modifications on managers’ written statements on reasonable suspicion, and re-testing timelines

**Addendum I - Office of the Sheriff**

* The County’s counter-proposal adds language to clarify “off-duty” time and adding just cause

Tentative Agreements as of May 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 J - Health Department (5/15/2025)

Our next bargaining session will be May 29th.