**AFSCME Local 88 Management Bargaining Update 5 (June 5, 2025)**

The County and the Union last met for bargaining on May 29, 2025. As we shared last week, the County is waiting on the Union to bring back updated economic proposals that take the County’s current budget reality into consideration, but the Union did not have those ready to present yet.

This is what went across the table on May 29:

**Article 5 - Union Security**

* The County opened this article with our proposal on March 6 that would have added language requiring the Union to clarify who designated representatives (Union staff and stewards) are in order to support Labor/Management relations, as well as proposing limitations on steward time to ensure business needs of the County are still being met
* The Union’s May 29 counter proposal rejected the language on designated representatives; it would also increase committee meeting requirements, increase the County-paid time that some Union officers would receive, increase other Union reimbursable time to up to nine (9) weeks per year, and require that the County provide free parking at the Multnomah Building for the Union President. *(Note: all County staff - including those who report to the Multnomah Building - pay for parking.)*

**Addendum 20 - Workloads and Standards**

* The Union’s first proposal on Article 20 was made on April 3; the County countered on April 17
* The Union’s May 29 counter proposal would have employees complete annual evaluations of their supervisors, and also would require that employees receive written notification prior to their manager providing any coaching

Tentative Agreements as of May 29, 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)

We have canceled the session that was scheduled for June 5; our next session will be June 12.