**AFSCME Local 88 Management Bargaining Update 6 (June 18, 2025)**

The County and the Union last met for bargaining on June 12, 2025.

Here is where we are in brief:

9 Articles Pending with Union

9 Articles Pending with County

4 Addenda Pending with Union

6 Addenda Pending with County

This is what went across the table on June 12:

**Proposed by Union:**

**Article 14 - Compensation**

* The Union had presented their initial compensation proposal on April 14 which included an $11 across-the-board hourly wage increase for all Local 88 employees; the County countered on May 15 (see Management Update 3, linked below); the Union brought their counter on June 12
* The Union’s new compensation proposal calls for a $7 across-the-board wage increase, as well as longevity pay at 9, 15, and 21 years, a training premium, premiums to be compounded with longevity, and limiting an employee’s responsibility to pay back the County in cases of overpayments

**Addendum A - Wage Scale**

* This was updated in conjunction with Union’s Article 14 Compensation counter-proposal

**Article 18 - Settlement of Disputes**

* The Union had opened this article on February 27; the County countered on March 6; the Union brought their counter on June 12
* The Union’s new proposal accepts County language regarding amended grievances still abiding by original timelines. The Union also maintained their proposal that grievances do not need to include explanations about how the contract has allegedly been violated and that stewards may represent employees during the accommodation process.
* The Union proposed striking the language that prior to filing an Unfair Labor Practice (ULP), the filing party shall give “reasonable opportunity” to meet and find possible resolution prior to filing the ULP, instead proposing that attempting to find a resolution be optional.

**Proposed by County:**

**Article 20 - Workloads and Standards**

* The Union opened this proposal on April 3; the County countered on April 17; the Union provided their first counter on May 29; the County provided our second counter on June 12
* The Union maintains that employees should be able to complete reviews of their supervisors; the County’s latest counter maintains that Union contracts cannot dictate how managers are managed

**Article 22 - Shift Work and Assignment**

* The Union opened this article on March 13; the County presented our first counter-proposal on June 12
* The County’s counter updates language on temporary assignments and clarifies that they are functionally short-term or long-term work-out-of-class; otherwise the County proposes keeping current contract language

**Addendum F - Library Department**

* The Union opened this proposal on April 3; the County countered on April 17; the Union provided their first counter on May 22; the County provided our second counter on June 12 which maintains that an employee’s qualifications must be considered in the shift bid process and incorporates language from PIC memorandum.

Tentative Agreements as of June 12, 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 was scheduled for June 18th but our team has asked to instead use that day to caucus so that we can have a meaningful response to the Union’s latest proposals the next time we meet. We appreciate the Union’s movement on compensation but we are still far from what is financially feasible for the County.