**AFSCME Local 88 Management Bargaining Update 8 (July 24, 2025)**

The County and the Union met for bargaining on Jul 17, 2025.

Here is where we are in brief:

**17** Articles Pending with Union

**1** Articles Pending with County

**7** Addenda Pending with Union

**2** Addenda Pending with County

This is what went across the table on July 17:

**Proposed by Union:**

**Addendum G - Department of Community Justice**

* This was a counterproposal following the County’s March 13, 2025, proposal
* The Union proposed that no employee will be scheduled to work on their first day of rest without employee approval

**Addendum I - Office of the Sheriff**

* The Union made their first proposal on May 1, 2025; the County put forward a counterproposal on May 22, 2025; this was the Union’s first counter
* The Union added the same language as in Addendum G that no employee will be scheduled to work on their first day of rest without employee approval
* The Union also maintained their language that employees could not be disciplined for not responding to phone during non-work time

**Proposed by County:**

Note: The following articles and addenda were submitted as a package proposal. This means that the Union would have to agree to all of them, or none of them. The County’s intent in doing so was to give the Union the opportunity to prioritize their economic proposals due to the County’s current (and forecasted) budget climate.

**Article 7 - Holidays**

* The Union made their first proposal on April 17; this is the County’s first counter
* The County’s counter accepts codifying Indigenous People’s Day, allows carryover of 2 Floating Holidays, and allows for holiday wages on all hours of a holiday worked, not just the length of current shift

**Article 8 - Vacation**

* The Union made their first proposal on April 17; this is the County’s first counter
* The County agreed to Union’s proposal of retaining vacation accrual rate after a break in service, but at 12 months (reduced from Union’s proposed 24 months)
* The County rejected the Union’s proposal to increase vacation accruals after 20 years of service as well as the option for a vacation cash-out option

**Article 9 - Sick Leave**

* The County made their first proposal on March 13; the Union provided a counterproposal on June 26; this is the County’s counter to that
* The County accepted updated definitions for covered family members and accepted the Union’s proposal to allow employees waiting on Paid Leave Oregon to access the catastrophic leave bank
* The County rejected the Union’s proposal to allow employees to elect to use unpaid leave prior to exhausting accrued leaves and the proposal to double the rate of sick time accrual
* The County proposed a call-in procedure for Corrections Health and language that clarifies that a multiple-day, consecutive absence would count as a singular “event”

**Article 10 - Other Leaves**

* The County made their first proposal on March 13; the Union provided a counterproposal on March 15; this is the County’s counter to that
* The County’s counter accepts the Union’s proposal to include pregnancy loss for bereavement leave and use of up to 40 hours of catastrophic leave for citizenship and immigration absences
* Otherwise, this proposal is the same as what the County put forward on March 13

**Article 13 - Work Schedules**

* The Union put forward their first proposal on April 17; this is the County’s first counterproposal
* The County rejected the Union’s same-day reassignment premium and admin pay during inclement weather events for telework employees
* The County added language about sharing workload concerns at LMC meetings and clarified situations in which a telework employee would receive admin pay on inclement weather days

**Article 14 - Compensation**

* The Union made their first proposal on April 17; the County shared a counterproposal on May 15; the Union shared their first counter on June 12; this is the County’s second counterproposal
* The latest proposal is a 2.4% increase in year one, with a potential increase of 1% - 4% for years two and three of the contract
* The County accepted the Union’s proposal to increase compensatory time to 96 hours and clarified that any time above the cap will be paid out as overtime in the same time period in which it was earned
* The County proposed language that employees are expected to check the accuracy of their pay stubs and bring any discrepancy to supervisors or HR. This is already an expectation of employees
* The County also proposed again clarification around the overpayment and repayment processes

**Article 26 - General Provisions**

* The Union shared their first proposal on May 1; this is the County’s first counterproposal
* The County rejected the Union’s proposal to increase bed bug home treatment from $500 to $5,000 but updated language on manager’s obligation to notify an employee within two hours of becoming aware of an outbreak at a worksite

**Addendum A - Pay Ranges**

* This is updated in conjunction with Article 14 counterproposal

**Addendum B - Lead Worker**

* The Union shared their first proposal on May 1; this is the County’s first counterproposal
* The County’s counter adds job profiles to the eligibility list but otherwise maintains status quo language

**Addendum E - Auto Reimbursement and Transit Subsidies**

* The Union shared their first proposal on February 27; this is the County’s first counterproposal
* The County’s counter includes language clarifying that travel time after workday starts is compensatory

**Addendum L - On-Call and Temps**

* The Union shared their first proposal on February 27; this is the County’s first counterproposal
* The County’s counter is mostly status quo language

**Addendum M - Jail-side Premium**

* The Union shared their first proposal on February 27; this is the County’s first counterproposal
* The County proposed additional job profiles to the list of those eligible for jailside premium but otherwise maintains status quo language

**Addendum N (NEW) - Shelter Staffing**

* The County and Union have an established practice of renewing a shelter staffing memorandum on an annual basis; this proposal is to have it memorialized in the contract

Tentative Agreements as of July 23, 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 F - Library Department (7/3/2025)
* Addendum J - Health Department (5/15/2025)

The union has asked to cancel the bargaining session scheduled for July 24, which the County agreed to. Our next session is scheduled for July 31.