**AFSCME Local 88 Management Bargaining Update 9 (August 13, 2025)**

The County and the Union met for bargaining on July 31, 2025.

Here is where we are in brief:

**11** Articles Pending with Union

**7** Articles Pending with County

**6** Addenda Pending with Union

**3** Addenda Pending with County

This is what went across the table on July 31:

**Proposed by Union:**

**Article 5 - Union Security**

* The County first opened this Article on March 6th; this is the Union’s second counter-proposal
* The Union maintains their rejection of the County’s ask for a list of designated Union representatives, and re-incorporated their proposal for additional time off for the Union cabinet and increased badge access to County facilities for representatives

**Article 9 - Sick Leave**

* The County first opened this Article on March 13th; this is the Union’s second counter-proposal
* The Union proposes making any use of sick time “protected,” no requiring medical verification of an absence until all leave is exhausted (sick, vacation, holiday, etc.), and adds a requirement that prior to a Fitness for Duty exam, the County must “exhaust all options to make a reasonable accommodation” prior to requesting a Fitness for Duty assessment

**Article 18 - Settlement of Disputes**

* The Union first opened this article on February 27th; this is their second counter-proposal
* The Union proposed pausing grievance timelines when parties attempt to work through an issue informally; the Union is also maintaining that employees have a right to Union representation during the ADA process. (Current practice allows for an employee to have a support person, and they may elect a union representative to be that support person, but they are not acting in a steward capacity.)

**Article 20 - Workload and Standards**

* The Union first opened this article on April 3rd and it has gone back and forth a few times; this was their third counter-proposal
* The Union and County have both done significant work to move closer together on this Article, with the Union’s latest proposal accepting the County’s language on taking staffing concerns to Labor Management Committees rather than having those be subject to impact bargaining

**Article 24 - Non-Discrimination**

* The Union first opened this Article on March 27th and the County countered on July 10th; this is the Union’s first counter-proposal
* The Union’s proposal incorporates a statement on Diversity, Equity, and Inclusion into the contract; it also expands the definition of microaggressions and grants employees the right to grieve the denial of an investigation or an unsubstantiated finding of a protected class complaint

**Proposed by County:**

The County did not provide any counter-proposals at our last session.

During our bargaining session on July 24, 2025, the County presented a package proposal of 7 articles and 6 addenda (see Bargaining Update 8, linked below.) Following this, the Union has responded with proposals on an article-by article basis. While this indicates a rejection of the County’s full package proposal, the Union has not yet submitted revised proposals or or counterproposals regarding compensation issues (e.g. Article 7 Holiday, Article 8 Vacation Leave, Article 14 Compensation, etc.) The County has communicated to the Union’s bargaining that we will hold off on responding to individual proposals until the Union presents its updated financial asks.

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

Our next bargaining session is scheduled for August 14.