**ONA Management Bargaining Update 2 (PUBLISHED June 1, 2025)**

The County’s last bargaining session with ONA was held on May 21, 2025. The County presented responses to ONA’s proposals and also presented new proposals. ONA did not present any new proposals or counters at this time. The County agreed to ONA’s request to extend the timeline by two sessions for which new proposals can be presented.

Here is where we are today:

9 (Nine) Articles TA’ed (Tentative agreement reached):

Ground Rules - 3/5/2025

MOA - Waiver of Minimum Time Served

Article 1 Preamble - Current Contract Language (3/26/25)

Article 4 Management Rights - Current Contract Language (3/26/25)

Article 6 No Strike or Lock Out - Current Contract Language (3/26/25)

Article 13 Defense and Indemnification - Current Contract Language (3/26/25)

Articles Open:

Article 2. Definitions - No proposals to date

Article 3. Recognition - No proposals to date

**Article 5. Association Security, Check Off And Business - Last proposal by County**

Article 7. Holidays - No proposals to date

**Article 8. Vacation Leave - Last proposal by Union**

Article 9. Sick Leave - No proposals to date

Article 10. Other Leaves - No proposals to date

Article 11. Health And Welfare - No proposals to date

Article 12. Workers’ Compensation - No proposals to date

**Article 14. Seniority, Layoff - Last proposal by County**

**Article 15. Filling Of Vacancies - Last proposal by County**

**Article 16. Hours Of Work - Last proposal by County**

**Article 17. Same Day Reassignment - Last proposal by County**

Article 18. Wages - No proposals to date

**Article 19. Performance Evaluation - Last proposal by County**

**Article 20. Professional Staff Development - Last proposal by County**

**Article 21. Employment Status - Last proposal by County**

**Article 22. Corrective Action - Last proposal by County**

**Article 23. Settlement Of Disputes - Last proposal by County**

**Article 24. General Provisions - Last proposal by Union**

**Article 25 - Savings Clause and Funding - Last proposal by County**

**Article 26 - Entire Agreement - Last proposal by County**

**Article 27 - Termination - - Last proposal by County**

Addendum A. Salary Schedule For Ona Bargaining Unit - No proposals to date

**Addendum B. Drug And Alcohol Policy - Last proposal by County**

Addendum C. Washington State Employees - No proposals to date

This is what went across the table on May 21st::

**COUNTY RESPONSES:**

Article 5 - Association Security

* Increase county-paid bargaining team members from 6 to 7; employee turnover trends may be discussed upon request

Article 14 - Seniority and Layoff

* Change date for which seniority lists are released by the County to January 15th from mid March, KSAs notification date.

Article 19 - Performance Evaluation

* Tasks related to employee performance evaluations will be done on scheduled work time, County maintains that feedback from staff which contributes to employee performance evaluations will remain anonymous to the extent possible.

Article 22 - Corrective Action

* Maintain current language to keep oral and written warnings at level 2 of the grievance procedure.

**OTHER COUNTY PROPOSALS:**

Article 17 - Same Day Reassignment

* Maintain current contract language

Article 20 - Professional Staff Development

* APCs to track and maintain CME hours necessary for board and licensure certification rather than the employer set a specific number of hours. Requests for CME time follow division procedure. Upon notice of separation, APCs may use a prorated amount of CME time and funds to their termination date; if the APC gives at least 90 days’ notice they may use the full annual amount before the end of their employment.

Article 21 - Employment Status

* update language to refer to NPs and PAs as APCs, update language around separation.

Addendum B - Drug and Alcohol

* Aligned drug and alcohol policy with employee work duties, current contract language does not take into account that staff may handle drugs as part of their licensure and work duties.

**UNION PROPOSALS PRESENTED:**

None