

1st Day of Bargaining January 30, 2024	2nd Day of Bargaining January 31, 2024	3rd Day of Bargaining February 5, 2024	4th Day of Bargaining February 6, 2024
<ul style="list-style-type: none"> • Union proposed Articles 2, 8, 9, 15 & 18. • County proposed Articles 1, 15, 21 & 22. • Union provides counters on Article 2, 15, 21 & 22. • TA (Tentative Agreement) reached on Article 2 Ground Provisions, Article 15 and Ground Rules. 	<ul style="list-style-type: none"> • Union proposed Articles 5, 12, 20 and a counter on Article 1. • County proposed Counters on Articles 21, 12 and 18. • Union proposed Article 23 and counter on Article 1. • County proposed counter on Article 21 and a package proposal including Articles 9 & 22. 	<ul style="list-style-type: none"> • Union provides counter on Article 9. • County provides counters on Articles 9, 22, & 20. • Union proposes counter on Article 12 • Employer proposed Article 16. • Union proposed package including Articles 21 & 22. • Employer proposed package including Articles 9, 21 & 22. • Union proposes Article 10. • TA reached on Article 1 Recognition 	<ul style="list-style-type: none"> • Union proposed Article 7 • County proposed counter on Article 23 • Union proposed package including Articles 9, 20, 21 & 22 • County proposed counter on Article 5

5th Day of Bargaining February 27, 2024	6th Day of Bargaining February 28, 2024	7th Day of Bargaining March 13, 2024	8th Day of Bargaining March 14, 2024
<ul style="list-style-type: none"> • County proposed package of Articles 9, 20, 21, & 22. No change in Articles 21 & 22. • Union proposed Article 13 Wages • Union proposed Article 11 Sick Leave • County Proposes Articles 11 & 12 • Union proposed Article 14 – Health & Welfare 	<ul style="list-style-type: none"> • Union proposed articles 16, 20, 21, 22. No change in Articles 21 & 22. • Union proposed Article 23 counter. • Unions proposed Article 18 counter. • County proposed Article 23 counter. • TA reached on Articles 16, 20, 21 & 22. 	<ul style="list-style-type: none"> • County proposed Article 18 counter. • Union proposed Articles 9 & 11 individually. • County proposed 9, 11 & 23 package proposal. 	<ul style="list-style-type: none"> • Union Proposed Preamble. • Preamble & Article 23 TA's • Union proposed counter on Article 9 & 5

9th Day of Bargaining April 10, 2024	10th Day of Bargaining May 3, 2024	11th Day of Bargaining June 4, 2024	12th Day of Bargaining June 25, 2024
<ul style="list-style-type: none"> • Union proposed counter on Article 7 • County proposed counter on Article 5 • Union proposed counter on Article 10 • Union proposed counter on Article 13 	<ul style="list-style-type: none"> • Union proposed package including Articles 8, 11 & 12. • County proposed package including Articles 7, 8, 10, 11, 12, 13, 14 & 25. • Union proposed counter on Article 18. 	<ul style="list-style-type: none"> • Union Proposed package proposal including Articles 11, 12, 13, 14 & 25. • Union proposed counter on Article 7. • County proposed counter on Article 18. • Union proposed counter on Article 5. 	<ul style="list-style-type: none"> • Union proposed package including Articles 8, 9 & 10. • County proposed counter on Article 5. • Union proposed counter on Article 5. • County proposed package including Articles 7, 8, 9, 10, 11, 12, 13 & 14.
<ul style="list-style-type: none"> • The County extends an invitation on 4/10 to exchange articles via email to promote movement between in-person meetings. • The Union declines. 	<ul style="list-style-type: none"> • The County offers May 13th, June 4th, 5th, 6th, 11th, 12th, 13th, 25th & 26th as additional bargaining dates. • The Union responds and offers June 4th and June 25th. 	<ul style="list-style-type: none"> • County reaches out to schedule additional meeting dates and offers July 8th, 9th, 11th, 12th, 15th, 16th, 18th, 19th. • The Union responds and offers July 15th & 18th with the presence of a mediator. 	<ul style="list-style-type: none"> • Union files a request for mediation on 7/1/24. • Mediator provides July 16th, 17th, 18th, 19th, 22nd, 25th, 26th, 28th, 30th, August 1st, 2nd, 7th, and 9th as dates of availability.

13th Day of Bargaining July 15, 2024	14th Day of Bargaining September 4, 2024	15th Day of Bargaining September 30, 2024	16th Day of Bargaining October 15, 2024
<ul style="list-style-type: none"> • Union proposed package including Articles 7, 11 & 12. • Union proposed counter on Article 9. 	<ul style="list-style-type: none"> • Union gave package proposal including Articles 7, 8, 10, 11, 12, 13, & 14. • County gave Articles 5 & 18 individually. • Union gave Articles 5 & 18 in a package. • County gave package including Articles 7, 8, 11, & 12 and Articles 5 & 18 individually. • Union gave package including Articles 7 & 18. 	<ul style="list-style-type: none"> • Union gave package proposal including Articles 9 & 11. • County gave package proposal including Articles 5, 7, 8, 9, 10, 11, 12, 13, 14, 18 & 25 • Union gave package proposal including Articles 5, 7, 8, 9, 10, 11, 12, 13 & 14. 	<ul style="list-style-type: none"> • Union gave 7, 9, 10 & 11 package proposal. • Union proposes package including 8, 12, 13 & 14. • County proposes counter package including 7, 9, 10 & 11. • Union proposes counter package including 7, 9, 10 & 11. • County proposes counter package including 7, 9, 10 & 11. • TA reached on Articles 7, 9, 10 & 11.
<ul style="list-style-type: none"> • The County extends an invitation to exchange articles via email to promote movement between in-person meetings. • The Union declines. 	<ul style="list-style-type: none"> • At this point, the Union had possession of economic & wage related articles including Articles 8, 10, 13 & 14 for 70 days. 	<ul style="list-style-type: none"> • Union declares impasse on 9/30 at 5:32pm. • Final Offers and Cost Summaries were due on 10/7. • 30-day cooling off period begins on October 8 and ends November 6 <p>Mediator calls for:</p> <ul style="list-style-type: none"> • First session of mediation during cooling off period on <i>October 15th</i>. • A second session, if needed, will occur on October 30th, October 31st or November 1st. • If the parties are unable to reach agreement in those two meetings, November 4th, 5th or 6th. 	<p>FUTURE: Second mediation session set for November 1st.</p>