

LINCOLN OFFICE
301 South 13th Street, Suite 500
Lincoln, Nebraska 68508-2578
Telephone (402) 437-8500
Fax (402) 437-8558



WOODS|AITKEN LLP

JERRY L. PIGSLEY
DIRECT: (402) 437-8514
jpigsley@woodsaitken.com
www.woodsaitken.com

Please respond to Lincoln address

September 17, 2025

DENVER OFFICE
7900 East Union Avenue, Suite 700
Denver, Colorado 80237-2741
Telephone (303) 606-6700
Fax (303) 606-6701

OMAHA OFFICE
10250 Regency Circle, Suite 525
Omaha, Nebraska 68114-9625
Telephone (402) 898-7400
Fax (402) 898-7401

WASHINGTON, D.C. OFFICE
5335 Wisconsin Avenue, N.W., Suite 950
Washington, D.C. 20015-2163
Telephone (202) 944-9500
Fax (202) 944-9501

OFFERED FOR SETTLEMENT PURPOSES ONLY

Via Email to abby@shiffermillerlaw.com

Abby Osborn
Shiffermiller Law Office, P.C., L.L.O.
1002 G Street
Lincoln, NE 68508

Re: NAPE Local 61 / AFSCME v. County of Richardson, et al, CIR Case No. 1569

Dear Abby:

Please find enclosed the County's settlement offer, summary of the changes proposed by the County in its settlement offer, projected CIR decision on wages and benefits, and list of Road Department employees (current wage and proposed new wage).

These documents have also been sent to each member of the Union bargaining group which is a permissible expression under Neb. Rev. Stat. § 48-824(4). It is intended to provide a fact-based description of the County's settlement offer and to make sure that the employees have correct information as they move forward. The communication does not contain any express or implied quid pro offer that is not before the Union. See Omaha Police Officers Association v. City of Omaha, 19 CIR 175 (2016) (Mayor's communication to employees on the City's final offer was found to be a permissible expression under Neb. Rev. Stat. § 48-824(4)).

Please advise if the bargaining unit employees accept the County's settlement offer so that it can be then ratified by the County Board at their next regularly scheduled County Board meeting.

Very truly yours,

Jerry L. Pigsley

JLP:rlh
Enclosures