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September 25, 2025

Jerry Pigsley
Woods Aitken, LLP
301 South 13th Street
Ste 500
Lincoln, NE 68508

Re: (Roads Department) NAPE/AFSCME LOCAL 61 v. County of Richardson

Dear Mr. Pigsley:

Thank you for your settlement offer dated September 17, 2025. As you mentioned in your letter, management distributed your settlement offer to each employee on September 18, 2025, and our members have carefully reviewed your proposed settlement. It is not substantially different from the county's offers in February 2024. They understand the county's proposed settlement simplified as:

- A July 1, 2023 salary increase of \$0/0%.
- A July 1, 2024 salary increase of \$0/0%.
- A July 1, 2025 salary increase of \$0/0%.
- A starting wage of \$23.00 and maximum wage of \$25.00 effective upon execution of the new agreement.
- 2% salary increases on July 1, 2026 and July 1, 2027.
- Elimination of the following items from the contract:
 - Article 1 - Bargaining Provisions
 - Article 1 - Changes to work rules will be done in a reasonable manner
 - Article 2 - Dues deduction
 - Article 2 - Bulletin board language
 - Article 2 - Quarterly reports
 - Article 3 - Grievance board
 - Article 10 - Denial of comp time requests
 - Article 10 - Holiday hours counting towards overtime calculation
 - Article 11 - Paid Time Off

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- Article 11 - Injury Leave
- Article 11 - Payout of all earned sick leave
- Article 11 - Carryover of five days of vacation leave
- Article 11 - Reinstatement of PTO upon return to service
- Article 13 - OSHA safety language
- Appendix D - Work rule violation record keeping
- Addition of the following contract language
 - Article 1 - Employer can add any work rule that does not conflict with the contract.
 - Sick leave in lieu of PTO with a maximum earning cap of 480 hours.

Your proposal is rejected. My clients are very disappointed that the county once again proposes a contract with no salary increase on July 1, 2023, no salary increase on July 1, 2024, and no salary increase on July 1, 2025. This is when other county employees have seen increases on these dates, and the elected commissioners voted to raise their own salary by 40%.

Despite our disappointment, we make the following offer in an effort to resolve this dispute.

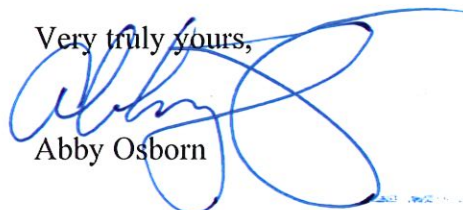
- Term of the contract - July 1, 2023-June 30, 2026.
- Retain all current contract language in the July 1, 2020-June 30, 2023 contract.
- Increase wages as follows.
 - July 1, 2023 - Increase 1 year status rate by \$2 to \$22.67.
 - July 1, 2024 - Increase 1 year status rate by \$2 to \$24.67.
 - July 1, 2025 - Increase 1 year status rate by \$2 to \$26.67.

We feel that this is the simplest and fairest way to reach an agreement. The CIR will set wages based on current wage data and provide equal installment raises for each year dating back to the expiration of the last contract. The wage data will include not just salary, but also hourly rate values for health insurance contributions. It does not seem that you accounted for that data in your offer at all. We believe our offer is similar to what the CIR will order.

It is our hope that you will accept our offer to put Richardson County and its Roads Department Employees on a new positive path. Our shared goal should be to serve the county's residents efficiently and prudently. The Roads Department has been unable to attract and retain employees, and the County has spent more money on your legal fees than what our member's initial contract would have cost. This is not what the tax-payers deserve.

We are fully prepared to settle this dispute at any time, but we cannot continue to wait for the county to act in its own best interest and offer a reasonable settlement. As I indicated to Ms. Whitney yesterday, we do not want to wait to set this for trial.

Very truly yours,



Abby Osborn