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December 17, 2024

Jerry Pigsley
Via email

Re: NAPE/AFSCME v. County of Richardson

Mr. Pigsley,

I write in response to your settlement proposal dated January 14, 2026. The union members met yesterday to review your proposal. On review, it is the exact same proposal that union members previously rejected in September 2025. The union members have unanimously rejected your proposal again.

It does not seem that that county is serious about settling this dispute prior to trial. Continuing to offer the same proposal that includes a 0% salary increase on July 1, 2023, a 0% salary increase on July 1, 2024, and a 0% salary increase on July 1, 2025 is a non-starter for our union members.

While it does not seem that the county is interested in reaching a settlement, our union members are still willing to work with the county to resolve this matter prior to trial. All of our members live in Richardson County, and they are very concerned, as citizens, about the amount of money your clients continue to spend on legal fees instead of reaching a fair contract. As such, we propose the following:

Salary

- A salary increase for each employee of \$2/hour effective July 1, 2023.
- A salary increase for each employee of \$2/hour effective July 1, 2024.
- A salary increase for each employee of \$2/hour effective July 1, 2025.

Other Contract Language

The expired contract language would continue unchanged, with the following exceptions. The union members would agree to following provisions of your settlement proposal:

- Article 2 - clarify that temporary employees are not in the bargaining unit
- Article 2 - eliminate provisions requiring the Union to approve removal of derogatory statements from its bulletin boards
- Article 6 - fix typographical error
- Article 8 - change "Department Head" to "Highway Superintendent"
- Article 10 - eliminate "staffing requirements shall not be a permanent reason to deny" a request for comp time off.
- Article 10 - eliminate counting non-worked holiday hours as "time worked" for the purposes of overtime calculation
- Article 11 - eliminate five days of paid injury leave
- Article 11 - eliminate reinstatement of unused earned paid time off if the break in service is less than six months.
- Article 18 - eliminate telephone service language and salary disclosure language.
- Appendix D - delete the provision requiring violations of work rules be kept on the record.

Additionally, if your clients would like to resume negotiations in an effort to reach an agreement, our negotiations team including Justin Hubly, Bryan Dettmann, and Ron Ramer are willing to meet with the County Commissioners with or without counsel at any time.

Very truly yours,

Abby Osborn

