



NEBRASKA ASSOCIATION OF PUBLIC EMPLOYEES

VIA E-MAIL

April 1, 2026

Steve Darveau - Superintendent
Richardson County Roads Department
65087 706 Trail
Falls City, NE 68355
s.darveau@richardsoncountyne.gov

Dear Steve,

Thank you for your response dated March 27, 2026, to my questions about the implementation of GPS technology to track road graders and their operators. We understand from your response that the graders came installed with GPS technology, and the county now plans to use that technology to verify complaints from taxpayers about the work our members perform in the graders.

Additionally, the County Commissioners agenda for today's meeting, April 1, 2026, has an item "Discussion to consider implementing a comprehensive GPS and AI-integrated camera system designed to enhance safety and mitigate liability through Verizon."

We agree that our members should perform their jobs to the best of their ability in the safest manner possible. We also believe that our members have a right to negotiate the terms and conditions of their employment in accordance with Nebraska law. Should the county proceed to implement this technology, we want to negotiate the manner in which it will be used as it relates to the terms and conditions of employment of the employees.

Please consider this letter a formal demand to bargain under Article 1.4 of our collective bargaining and the Nebraska Industrial Relations Act. We can meet to bargain at your convenience.

Sincerely,

A handwritten signature in black ink, appearing to read "J. Hubly".

Justin Hubly
Executive Director

cc: John Caverzagie, Rick Karas, Bob Campbell - County Commissioners