

COUNTY'S FEBRUARY 14, 2024, FINAL OFFER TO UNION

LIST OF SIGNIFICANT CONTRACT CHANGES

1. Effective Date (Articles 1 and 17). Contract would be effective upon execution by the parties.
2. Union Dues Deduction (Article 2). The County will no longer deduct Union dues from the employees' paycheck.
3. Grievance Procedure (Article 3). The County Commissioners will replace the Grievance Board (two Union appointees, two County Board appointees, and one joint appointee) as the final step in the grievance appeal process.
4. Wages (Article 9).

An increase of \$127,254 in total annual wages from \$588,785.60 to \$716,040. The following are the increases in hourly wages:

Starting wage \$23.00 / hour

After one year of employment \$24.00 / hour

After five years of employment \$24.50 / hour

After ten years of employment \$24.75 / hour

After fifteen years of employment \$25.00 / hour

2% increase in wages on July 1, 2024 (\$730,360.80 in total annual wages)

2% increase on July 1, 2025 (\$744,986.02 in total annual wages)

5. Overtime (Article 10). Paid holiday time will no longer count as hours worked for overtime pay calculation to conform with federal law.
6. Paid Vacation (Article 11). Paid vacation will start accruing after the anniversary date of employment and not immediately upon employment and can be taken after it is earned. Vacation hours will be capped after years of employment from five days after 1 year of employment for up to 22 days after 30 years of employment.
7. Paid Time Off (Article 11). Change "Paid Time Off (PTO)" to "Sick Leave" and change the maximum sick leave which can be accumulated from 80 working days to 480 hours. All accumulated PTO to date will still be available for use by the employee and paid out on separation of employment. Sick Leave will be earned at the rate of eight hours for each 173.33 hours worked and will not be paid out on separation of employment. The reinstatement of accumulated unused Paid Time Off and vacation leave will be eliminated for any employee returning to leave after a break in service of less than six months.
8. Injury Leave (Article 11). A separate unpaid injury leave not to exceed five days due to an employee not being able to perform their job based on a job-related injury or disease will

be eliminated since the Nebraska Workers' Compensation Act provides benefits to an employee injured by accident or occupational disease arising out of and in the course of employment.

9. Jury Duty (Article 11). Employees on jury duty will be required to return to work if excused early from jury duty to complete their workday pursuant to state law.

10. Leave of Absence (Article 11). The unpaid leave of absence not to exceed one year will be eliminated due to other leaves of absence already provided.

11. Health Insurance (Article 12). The County will have the right to change health insurance benefits, including the deductible, with notification to the Union. The County will eliminate providing health insurance with the employer contribution, during an absence under workers' compensation after all accrued leave and compensatory time has been exhausted.

12. Health and Safety (Article 13). Eliminate the reference to OSHA and its regulations since the County is not subject to OSHA.

OTHER BENEFITS PROVIDED

13. Health Insurance (Article 12). Employer pays 100% of the premium for single health insurance and \$500 to a medical reimbursement accounts.

14. Paid Holidays (Article 11). 12 1/2 days.

15. Life Insurance (Article 12). \$15,000 policy up to age 65 paid by the County.

16. Paid Bereavement Leave (Article 11). Five days.

17. Compensatory Time Off (Article 10). Employees may elect to have up to 240 hours of compensatory time off at the rate of time and one-half for overtime hours worked.

18. Advancement of Vacation and Sick Leave (Article 11). The County may advance up to 80 hours of vacation and sick leave to an employee before it is earned.

19. Call Back Time / Call-In Pay (Article 6). An employee eligible for overtime who is called back to duty or called in on the employee's day off will be guaranteed a minimum of two hours' pay.

20. Out of Class Pay (Article 7). Employees performing the duties of a higher paid classification for a period of ten consecutive workdays or more shall receive a temporary pay increase to the hiring rate of the higher classification while performing those duties.