

**NAPE/AFSCME Counter Proposal to Richardson County "Final Offer - 02/14/24" - February 21, 2024**

***Article 1 - Preamble***

NAPE/AFSCME rejects the county's proposals in Article 1. NAPE/AFSCME proposes an effective date of July 1, 2023 for this contract.

***Article 2 - Recognition & Security***

NAPE/AFSCME rejects the county's proposals in Article 2.

***Article 3 - Grievance Procedure***

NAPE/AFSCME agrees to change the title of Roads Superintendent to Highway Superintendent. NAPE/AFSCME rejects all other changes proposed by the county in Article 3.

***Article 9 - Wages***

NAPE/AFSCME accepts the county's wage proposal as presented, with the exception of 9.1 "on the execution of this contract by the parties." NAPE/AFSCME proposes the contract to take effect on July 1, 2023.

***Article 10 - Overtime***

NAPE/AFSCME rejects the county's proposals in Article 10.

***Article 11 - Authorized Leave***

NAPE/AFSCME rejects the county's proposals in Article 11.

***Article 12 - Insurance***

NAPE/AFSCME rejects the county's proposals in Article 12.

***Article 13 - Health & Safety***

NAPE/AFSCME rejects the county's proposals in Article 13.

***Article 17 - Terms of Contract***

NAPE/AFSCME rejects the county's proposal in Article 17. NAPE/AFSCME proposes the term of the contract to run from July 1, 2023-June 30, 2026.

***Appendix A***

NAPE/AFSCME accepts the county's proposal in Appendix A, with the exception of the effective date of the wage schedule. NAPE/AFSCME proposes the wage schedule to be effective July 1, 2023.

***Appendix B***

NAPE/AFSCME accepts the county's proposal in Appendix B.

***Appendix C***

NAPE/AFSCME accepts the county's proposal in Appendix C.

***Appendix D***

NAPE/AFSCME rejects the county's proposal in Appendix D.