

**Kuker Grievance** filed by Union 2/2/2022 with the Commission of Industrial Relations; **withdrawn by Union** and closed 5/19/2022

Total legal fees **\$11,266.99**

**Case #1536 Commission of Industrial Relations** filed by Union 9/15/2022; completed 08/ /2023 with decision from the CIR—Commission of Industrial Relations *with conclusion of the Commission of Industrial Relations that evidence failed to establish a prohibited practice occurred and that the **Petitioner (Union)** failed to meet its burden in this case and the **petition was dismissed.***

Total legal fees **\$71,877.65**

**Negotiations for new contract for 2023-2026.** (County always retains special legal representation when negotiating a new labor contract). Negotiations came to an impasse and the Union filed complaint with the Commission of Industrial Relations (Case #1569)

Total legal fees **\$19,067.02**

**Case #1569 Commission of Industrial Relations** filed by Union 6/24/2024; the Union and County presented expert witnesses and their reports at a one-day trial on the array of counties to be selected for wage and working conditions comparison held on 03/24/2025. Decision issued 08/15/2025 on the array to be used. No hearing set on determining wages and working conditions.

Total legal fees paid to date **\$69,964.75**

**Martin, Dettmann, Ramer Grievance** filed by Union 05/12/2025 and brought to the Union/County Grievance Board (2 representatives from the Union; 2 representatives from the County; and 1 person mutually agreed upon by the Union and the County) on 06/9/2025. The Board found that the employees were correctly denied civil leave according to the agreement detailed in Richardson County Union Contract and the County is not required to return any vacation or paid time off used on March 24, 2025.

Total legal fees **\$16,072.35**