



NEBRASKA ASSOCIATION OF PUBLIC EMPLOYEES

Via First Class & Electronic Mail

July 9, 2026

John Caverzagie
Richardson County Commissioner
1420 McLean St
Falls City, NE 68355
j.caverzagie@richardsoncountyne.gov

Rick Karas
Richardson County Commissioner
63629 704 Rd
Dawson, NE 68337
r.karas@richardsoncountyne.gov

Bob Campbell
Richardson County Commissioner
66308 703 Lane
Rulo, NE 68431
b.campbell@richardsoncountyne.gov

Mary Eickhoff
Richardson County Clerk
1700 Stone St, Room 203
Falls City, NE 68355
clerk@richardsoncountyne.gov

Dear Mr. Caverzagie, Mr. Karas, & Mr. Campbell,

Please accept this letter as notice that satisfactory settlement of the attached grievance filed on July 2, 2026 on behalf of Bryan Dettmann was not reached at Step 1 of the grievance process outlined in Article 3 of the Collective Bargaining Agreement between NAPE/AFSCME Local 61 and Richardson County. In accordance with Step 2 of the grievance process, I am presenting the grievance to you within five work days of the Step 1 decision. I have also attached a copy of the Step 1 response from Highway Superintendent Steve Darveau. We are amenable to scheduling the Step 2 meeting at any upcoming Commissioner's meeting that is convenient for both parties.

Sincerely,

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

Justin Hubly
Executive Director

Richardson County Road Department

7-8-2026

Mr. Justin Hubly
Executive Director
NAPE / AFSCME Local 61
1230 O Street, Suite 120
Lincoln, NE 68508

Re: Bryan Dettmann Grievance

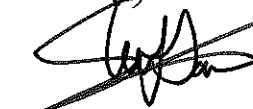
Dear Mr. Hubly,

I am in receipt of your letter stating the written grievance dated July 2, 2026, which was emailed to me on behalf of Mr. Bryan Dettmann.

Pursuant to Article 3 of the collective bargaining agreement between NAPE / AFSCME Local 61 and Richardson County ("Agreement"), I deny Mr. Dettmann's grievance.

Mr. Dettmann violated Work Rule 20 which states: "20. Employee(s) will not sleep on the job during working hours." Agreement Appendix D. See the attached Employer Statement which was presented to Mr. Dettmann and which was agreed to by Mr. Dettmann on June 26, 2026. Accordingly, I am denying the requested relief that Mr. Dettmann "be made whole, the written reprimand must be rescinded and removed from Mr. Dettmann's personnel file."

Sincerely,

A handwritten signature in black ink, appearing to read "Steven J. Darveau, Jr.", written over a horizontal line.

Steven J. Darveau, Jr.
Richardson County Highway Superintendent

c: Bryan Dettmann

Employee Grievance Notice

Richardson County Department of Roads

Employee BRYAN DETTMANNDate of Grievance 06/23/2026

TYPE OF GRIEVANCE	
Absences Without Notification	
Attendance	
Barricades	
Carelessness	
Cellular Phone Policy	
Damage to Material or Equipment	
Failure to Follow Instructions	XX
Insubordination	
Lateness or Early Quit	
Loafing, Loitering or Sleeping at Work	XX
Rudeness to Employees or Customers	

TYPE OF GRIEVANCE	
Safety Vest	
Seat Belt	
Time Clock Violation	
Time Off Without Pay Policy	
Tobacco Free Workplace	
Unsatisfactory Work Quality	
Violation of County Policy / Procedures	XX
Violation of Safety Rules	
Working on Personal Matters	
Other Sleeping in Maintainer with Machine running	XX

PREVIOUS GRIEVANCES	DATE	FOR / BY
Oral Reprimand	10/16/2025	COMPLAINTS OF SLEEPING IN MAINTAINER (OVER AN HOUR)/JV
Written Reprimand	/ /	
Probation	/ /	
Suspension	/ /	
Step Reduction	/ /	
Demotion	/ /	

Employer Statement: Date of Incident 06 / 23 / 2026 Time 11:32 a.m.

On June 23, 2026, found employee in maintainer sleeping at 713-642. Took several raps on glass maintainer door to wake up employee, machine on. Employee violated work rule 20 furthermore creating an unsafe situation; sleeping in a running maintainer. Employee was told during verbal warning on 10-16-2026 to stop sleeping in his maintainer, if he is tired to radio in and we will send someone for his machine. Employee admitted during verbal that he only sleeps during breaks, and I told him to stop sleeping at work.

ACTION TO BE TAKEN:

Oral Reprimand		
Written Reprimand	xx	JUNE 23, 2026 *
Probation		
Suspension		
Step Reduction		
Demotion		
Discharge		

* Written Reprimand because was during contract lunch break by two minutes. Machine at location 11:14 a.m.

Employee Statement: B. Dettmann☒ I AGREE with the Employer's Statement☐ I DISAGREE with the Employer's description of violation for the following reasons:

I have read this Employee Grievance Notice and Understand it.

Signature of Employee

Signature of Supervisor who Issued Grievance

06/26/2026
Date06/26/2026
Date



NEBRASKA ASSOCIATION OF PUBLIC EMPLOYEES

Via Electronic Mail

July 2, 2026

Mr. Steve Darveau
Richardson County Highway Superintendent
65087 706 Trail
Falls City, NE 68355

Dear Mr. Darveau,

Please accept this letter as a written grievance in accordance with Article 3 of the Collective Bargaining Agreement between NAPE/AFSCME Local 61 and Richardson County on behalf of our member Bryan Dettmann.

Date of Occurrence

June 26, 2026

Contract Article Violated

8.1

Statement of Grievance

On June 26, 2026, Mr. Dettmann was disciplined with a "Written Reprimand" for allegedly violating work rule 20 of the labor contract. Mr. Dettmann did not violate work rule 20. Mr. Dettmann was sleeping in his motor grader during his unpaid lunch break, not during working hours. This disciplinary action is arbitrary, because Mr. Dettmann did not violate work rule 20.

Relief Sought

To be made whole, the Written Reprimand must be rescinded and removed from Mr. Dettmann's personnel file.

Sincerely,

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

Justin Hubly
Executive Director