



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 Roger Glathar 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 Roads Department

7-8-2026

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

Re: Roger Glathar 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. Roger Glathar.

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

Mr. Glathar violated Work Rules 4 and 7, and Article 15.2 which state:

"4. Employee(s) will not waste time while at work."

"7. Employee(s) will perform his/her job in a satisfactory manner."

Appendix D (Work Rules).

"Article 15.2 PROHIBITION OF WORK STOPPAGES:
Neither the Union nor its agents or any employee, for any reason, will authorize, institute, aid, condone or engage in a slowdown, sympathy action, work stoppage, strike, or any other interference with the work and statutory functions or obligations of the Employer."

Agreement Article 15 – No Strike – No Walkout

See the Attached Employer Statement presented to Mr. Glathar on June 25, 2026, in which he disagreed with the Employer's description of the violation.

Accordingly, I deny the requested relief that Mr. Glathar "be made whole, the oral reprimand must be rescinded and removed from Mr. Glathar's personnel file."

Sincerely,

A handwritten signature in black ink, appearing to read "Steve Darveau". The signature is stylized with a large, sweeping initial "S" and a long, horizontal stroke extending to the right.

Steven J. Darveau, Jr.
Richardson County Highway Superintendent

c: Roger Glathar

Employee Grievance Notice

Richardson County Department of Roads

Employee Roger GlatharDate of Grievance 06/25/2026

TYPE OF GRIEVANCE	
Absences Without Notification	
Attendance	
Barricades	
Carelessness	
Cellular Phone Policy	
Damage to Material or Equipment	
Failure to Follow Instructions	
Insubordination	
Lateness or Early Quit	
Loafing, Loitering or Sleeping at Work	
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	
Violation of Safety Rules	
Working on Personal Matters	
Other Work Rules 4,7 and Article 15.2	XX

PREVIOUS GRIEVANCES	DATE	FOR / BY
Oral Reprimand	/ /	
Written Reprimand	/ /	
Probation	/ /	
Suspension	/ /	
Step Reduction	/ /	
Demotion	/ /	

Employer Statement: Date of Incident 06 / 25 / 2026 Time 7:45 a.m.

7:45 a.m. at Humboldt Shop - employee still had not left the building with maintainer to start grading. Employee states he was burning trash and picking up - still working on 2,000 hour service. Discussion included didn't leave building Monday, was late leaving Tuesday and Wednesday. Admits is hard to get motivated with Union stuff. Verbal Reprimand for violation of work rules 4 and 7, and Article 15.2. Maintainer didn't leave the shop on 06-22-26, left at 9:32 a.m. 06-23-26 and left 8:22 a.m. 06-24-2026.

ACTION TO BE TAKEN:

Oral Reprimand	XX	JUNE 25, 2026
Written Reprimand		
Probation		
Suspension		
Step Reduction		
Demotion		
Discharge		

Employee Statement:

- ☐ I AGREE with the Employer's Statement
- ☒ I DISAGREE with the Employer's description of violation for the following reasons:

Disagree because picking burning trash is part of maintenance we had conversation RB

I have read this Employee Grievance Notice and Understand it.

Roger Glathar
Signature of Employee

6/25/26
Date

Julie Vuerner
Signature of Supervisor who Issued Grievance

06/25/2026
Date

explained to him that prior we had conversation on his machine needing to be out of the building.



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 Roger Glathar.

Date of Occurrence

June 25, 2026

Contract Article Violated

8.1

Statement of Grievance

On June 25, 2026, Mr. Glathar was disciplined with a "Oral Reprimand" for allegedly violating work rules 4, 7, and Article 15.2 of the labor contract. Mr. Glathar did not violate work rules 4 or 7. Mr. Glathar did not waste time at work, nor did he perform his job in an unsatisfactory manner. Mr. Glathar did not violate Article 15.2. Mr. Glathar has never participated in a work stoppage, slowdown, or any other interference with the performance of his work. This disciplinary action is arbitrary, because Mr. Glathar has not committed the alleged acts.

Relief Sought

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

Sincerely,

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

Justin Hubly
Executive Director