

**BOARD OF COUNTY COMMISSIONERS
DOUGLAS COUNTY, NEBRASKA**

RESOLVED

WHEREAS, Douglas County has a labor contract with the Employees United Labor Association union, representing covered non-supervisory employees within the elected offices of Douglas County Clerk/Comptroller's Office, Assessor/Register of Deeds, and the County Department of General Assistance ("EULA-GENERAL"); and,

WHEREAS, that contract expired on December 31, 2017, and the parties have attempted to negotiate a new four-year contract for the term effective January 1, 2018 through December 31, 2021; and,

WHEREAS, the Douglas County Board of Commissioners, through its bargaining representative, has continuously engaged in good-faith collective bargaining since February 2018, with the hope of attaining a new labor contract between the parties; and,

WHEREAS, at this time, the Board wishes to present a 'best and final offer' to the union and requests that union representatives distribute said 'best and final offer' for union membership review and ratification; and,

WHEREAS, the terms of this 'best and final offer', which have been previously conveyed to the union on October 31, 2018, in summary include:

- a four-year contract for the period of January 1, 2017 through December 31, 2021;
- for 2018 +1.0% wage increase (retroactive to Jan 1, 2018), 2019: 2% wage increase, for 2020: 2% wage increase, for 2021: 3% wage increase;
- all 'Tentatively Agreed To' items through October 2, 2018 (attached).

NOW THEREFORE, BE IT RESOLVED BY THIS BOARD OF COUNTY COMMISSIONERS, DOUGLAS COUNTY, NEBRASKA, that the County's 'best and final offer', summarized in this resolution, is hereby approved and conveyed to the Employees United Labor Association union ("EULA-GENERAL").

DATED this 20th day of November, 2018

Motion by Duda, second by Kraft to approve. I move the adoption of the resolution.

Adopted: November 20, 2018

Yeas: Cavanaugh, Duda, Kraft, Morgan, Rodgers

Absent: Borgeson, Boyle

(CERTIFIED COPY)



Daniel A. Esch
Douglas County Clerk

DOUGLAS COUNTY / EULA-GENERAL NEGOTIATIONS
2018

TENTATIVELY AGREED TO:

1. ARTICLE 20 - MISCELLANEOUS PROVISIONS

Section 7. If an employee does not report for work because of inclement weather and the employee's department is open for County business, the employee will be docked for all hours not worked. However, if an employee has accumulated vacation leave and/or compensatory leave available, he/she may exercise the use of such time for hours not worked due to inclement weather.

TA 2/28

2. OTHER

- **UPDATE CONTRACT DATES and ERRORS.** Correct scrivener's errors throughout the contract. Examples include spelling, grammar, punctuation, spacing, margins/formatting, and page numbers/contents.

TA 2/28