

NEBRASKA PUBLIC EMPLOYEES

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April 30, 2019

Union Brothers and Sisters,

As many of you have already heard, the City of Omaha will be conducting an employee survey for all those who currently work in the Street Maintenance Department. The purpose of the survey is to address the ongoing issues that employees in the department have brought forward to Local 251. Some of the issues included in the survey, i.e., the mismanagement of time, the management within the department, and retaliation by management, pay, recruitment, promotional opportunities and the culture in the department.

You will be asked to take this survey online at a City of Omaha computer. You will be required to put your name on the survey. The purpose of placing your name on the survey is to ensure that all employees take the survey and, if you are the victim of retaliation or other offenses, to follow up with you and in fact thoroughly investigate your claim.

The leadership at Local 251 has been assured that the only person that will see your name on the survey is Diana Andersen of the Human Resources Department. The Human Resources Director, the Street Maintenance Superintendents, the Street Maintenance Engineer and the City Maintenance Foremen **will not** have access to the survey **with your name** on it. They will only see a report of the compiled data and not see any specific allegations that may be made as part of the survey.

We are aware that by placing your name on this survey some of you may be fearful of your jobs, but we assure you that only one person will access your names on this survey. If you are needed for follow up questioning, Diana has assured us that in order to maintain your confidentiality, you will be only be contacted by the number that you provide and during the hours you determine. Local 251 asks that you answer all of the questions as openly and honestly as possible. This is your opportunity to frankly address the issues that have been going on in your department and to voice your concerns without the fear of retaliation.

Thank you for all that you do for our City. We know how hard everyone works and the long hours that you put in to keep our City running. Please do not hesitate to call our office with any questions or concerns you may have.

Fraternally,

Tony Burkhalter
President

Kelcy Johnson
Vice President

◆ *Dakota County* ◆ *Douglas County Youth Center* ◆ *City of Fremont* ◆ *City of Grand Island* ◆ *Harlan County*
◆ *Nemaha County* ◆ *City of Omaha* ◆ *Omaha Housing Authority* ◆ *City of North Platte*
◆ *Otoe County* ◆ *Pawnee County* ◆ *Sarpy County* ◆ *City of South Sioux*