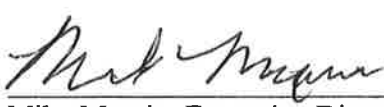
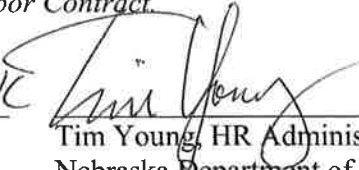


**TENTATIVE AGREEMENTS
NOVEMBER 8, 2016**

APPENDIX R - DEPARTMENT OF REVENUE

- R.1 Prior to making any proposed changes in the Flex Time Policy dated December 11, 1992, the Employer agrees to discuss said proposed changes with a Labor-Management Committee.
- R.2 The Employer agrees that all procedures for phone monitoring shall be a proper topic of a Labor-Management Committee. This article shall not restrict the Employer from implementing phone monitoring at any time.
- R.3 (T.A.) In accordance with the Internal Revenue Service (IRS) Publication 1075, prior to the Nebraska Department of Revenue (Department) granting any employee access to federal taxpayer information (FTI), the Department must initiate a suitability background investigation. All Department employees may have access for FTI. The investigation must be favorably adjudicated by the Department as a condition of hire or continued employment. A reinvestigation will be initiated within 10 years of the previous background investigation. The investigation must include:
- Federal Bureau of Investigation fingerprint check
 - Local law enforcement agency check
 - Eligibility to work in the United States

The State and NAPE/AFSCME, Local 61 have reached tentative agreement on the above sections of the 2017-2019 State and NAPE/AFSCME Labor Contract.

	<u>11-29-16</u>		<u>11/30/16</u>
Mike Marvin, Executive Director NAPE/AFSCME	Date	Tim Young, HR Administrator Nebraska Department of Revenue	Date

	<u>11/30/16</u>
William J. Wood, Chief Negotiator State of Nebraska	Date