

The Employer submits the following proposal on October 28, 2016:


APPENDIX E - GAME AND PARKS COMMISSION

- E.1 Pursuant to section 18.5 the following provisions shall apply to Game & Parks employees covered by this Contract:
- E.2 Where the employees are required by the Employer to wear uniforms, the Game and Parks Commission will follow the current adopted department policy for uniform distribution, replacement, and maintenance during the Contract period. No item or part of the prescribed uniform issued will be worn or used during off-duty hours nor shall items be worn or used for any non-duty purpose.
- E.3 Game and Parks Commission employees required to live in Employer provided housing shall continue to have their rent and utilities fully paid by the Employer, and shall not be eligible for shift differential, on-call, or call-back premiums.
- E.4 Labor/Management Committee meetings shall be convened as provided in Article 21 – Labor/Management Committee.
- E.5 The Parties agree to the establishment of a joint Safety Committee to review health and safety concerns. The Safety Committee shall be comprised of up to three representatives appointed by the Game and Parks Commission, and up to three representatives appointed by the Union. The Safety Committee shall meet quarterly or more frequently with mutual agreement of the Parties. The Safety Committee members shall be allowed paid work time, not to exceed eight hours per day to attend and travel to and from the Safety Committee meeting.
Any employee becoming aware of health or safety concerns shall report such concerns to his/her immediate supervisor.
- E.6 **(EMPLOYER ORIGINAL PROPOSAL)** The Nebraska Game and Parks Commission Drug and Alcohol Testing Program is intended to comply with the OMNIBUS Transportation Testing Act of 1991 and relevant Department of Transportation regulation. The policy applies to those employees and applicants who, as a condition of employment, are required to have a Commercial Driver’s License (CDL). Testing shall consist of pre-employment, post-accident, reasonable suspicion, random, and return to duty/follow-up drug and/or alcohol tests. Random testing will be handled through a contractual agreement with a third party. Positive results will be reviewed by a Medical Review Officer that meets the qualifications established in 49 CFR Part 40. Employees failing a drug/alcohol test shall be given the opportunity to seek assistance through the Employee Assistance Program which will refer the employee to a DOT approved Substance Abuse Professional. The cost of the services of the Substance Abuse Professional is the responsibility of the employee. The cost of the assistance program is the responsibility of the employee.
- E.7 (NAPE Original Proposal)** Work Time for Test Administration of Alcohol Drug Testing: Employee shall be considered on work time pertaining to the administration of alcohol/drug testing, including overtime. All time used under this testing process shall be considered time worked for purposes of wages and overtime; and all testing costs shall be borne by the Employer. Upon request, an

employee may have an available employee representative present if being requested to undergo an alcohol/drug test.

E.8 (NAPE Original Proposal) Employer/Employee Options to Positive Test Results: Employees may be allowed a leave of absence for treatment on an inpatient or outpatient basis. Employees participating in rehabilitation programs shall be entitled to use their accumulated vacation, holiday, comp time, and other accrued leave time. Nothing herein shall be construed to diminish any rights which may apply under the ADA, FMLA, or other relevant laws.

The Employer shall make reasonable efforts to reassign employees who are participating in an outpatient rehabilitation program to duties when their job description or temporarily reassign to another position for which he/she is qualified, until the employee is able to return to regularly assigned duties, with such return subject to the employee following the rehabilitation treatment program.


Mike Marvin, Executive Director Date
NAPE/AFSCME


Angela Janda-Craig HR Administrator
Nebraska Game & Parks


William Wood, Chief Negotiator Date
Stater of Nebraska