



## **NAPE/Department of Education**

July 1, 2019 - June 30, 2021

### **Contract Ratification Summary**

#### **Introduction**

NAPE and the Department of Education reached a tentative agreement on a new contract for fiscal years 2020 & 2021 on January 10, 2019. All NAPE members have the right to vote to ratify or reject the tentative agreement. Ratification meetings for the purpose of voting will take place across the state from January 26-February 14, 2019. A detailed schedule is available at [www.napeafscme.org](http://www.napeafscme.org). Non-members are welcome to attend the meeting for informational purposes. If a non-member chooses to join the union, they will be able to vote at the meeting.

#### **Ratification Procedures**

Ballots will be counted on February 15, 2019. A simple majority of those voting is needed for ratification. If the tentative agreement is ratified, it will take effect on July 1, 2019. If it is rejected, the team will go back to the negotiating table in an attempt to negotiate without going to impasse. If impasse is declared by either NAPE or the DOE, the Nebraska Commission on Industrial Relations will settle the dispute as provided by Nebraska Law.

#### **Negotiation Team Members**

Ted Buri - NAPE Contract Administrator, Chief Negotiator

#### **Financial Summary**

##### *Salary*

The tentative agreement provides all staff members covered by the NAPE contract a 2% salary increase on July 1, 2019 and an additional 2% salary increase on July 1, 2020. All employees with a satisfactory or higher performance rating within the calendar year will receive an additional .3% salary increase on July 1, 2019 and July 1, 2020. The increases will be computed simultaneously for a total increase of 2.3%

The longevity raise system of .25% raises every five years is eliminated.

##### *Insurance*

All staff will continue to pay 21% of their health care premiums, and minimum coverage levels negotiated in the contract will remain the same. We anticipate annual premium increases in fiscal year 2020 and 2021 to be less than 5%.

## **Language Changes**

- Section 6.2 - Probation Periods
  - The agency will determine the length of a probation period for new job classifications.
  - Paralegals will have a 6 month initial probation period
  - Officers, Project Managers, and Psychometricians will have 12 month initial probation period
- Section 7.1 - Work Week
  - The work week is no longer defined as Sunday-Saturday. The agency will establish the work week for each employee.
- Section 10.1 - Job Classification Specifications
  - Clarifies the Human Resource Office will maintain the current job specifications.
- Section 11.6 - Relocation
  - Removes all current language and adds new language.
  - Employees will be reimbursed for moving expenses only for involuntary transfers. Employees utilizing bumping rights will have their transfer considered voluntary.
- Section 12.2 - Postsecondary Coursework Reimbursement
  - Employee must show proof of payment to be reimbursed.
- Section 12.3 - Employee Directed to Take Postsecondary Coursework
  - Employees will also be reimbursed for travel costs if directed to take coursework.
- Section 13.13 - Dues Deduction
  - Dues deduction will move to bi-weekly when payroll changes. The total amount of dues will remain 1.25%.
- Section 15.2 - Sick Leave
  - Leave will accrue on a bi-weekly basis.
- Section 15.5 - Vacation Leave
  - Leave will accrue on a bi-weekly basis.
- Section 15.23 - Maternity Leave Donation
  - New language to mirror an existing Memorandum of Understanding
- Section 16.4 - Layoffs
  - The agency will electronically post open positions

## **Housekeeping Changes**

In addition to dates and grammar, the following changes will be made:

- Job titles are changed to actual roles. (i.e. Team Leader changes to Office Administrator)
- Anything referencing monthly payroll changes to bi-weekly

## **Where does NAPE go from here?**

### Negotiations 2021

In order to best represent NAPE members, preparations for the next negotiations must begin this summer. NAPE is committed to surveying all employees to find out what is most important to them. Roundtable discussions will be held throughout the state in 2020. A full scale wage study must be undertaken to give us the best available data to negotiate the best wages. The State Employees Collective Bargaining Act favors management at all levels. It is time for members to unite and lobby the legislature for meaningful changes to the law.

### NAPE must grow!

The Board of Directors has set a goal to grow by 400 members this year. Our strength lies in our numbers. In order to conduct a full scale wage study, lobby the legislature, and provide legal and representation services, we must have resources and funds dedicated to those causes. Now is the time to join us! We need you to be NAPE member! The state has lawyers and lobbyists representing their best interest, and you should too.

### Get Involved

NAPE represents over 375 employees at the Nebraska Department of Education, but less than 4% are NAPE members. Department of Education employees are woefully underrepresented because of this lack of participation. NAPE is recommitting to our DOE employees and we look forward to focusing on growing our membership at the DOE in the coming years. Attend a local meeting and bring a colleague.

We desperately need DOE members to become stewards to help this growth plan. Steward training sessions take just three hours and will be held all over the state this year. You can sign up for a class on our website or via e-mail.

### Communicate

Make sure your e-mail address on file is up-to-date. Our website is: [www.napeafscme.org](http://www.napeafscme.org)