



NAPE/State of Nebraska
July 1, 2019 - June 30, 2021
Contract Ratification Summary

Introduction

NAPE and the State of Nebraska reached a tentative agreement on a new contract for fiscal years 2020 & 2021 on January 9, 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. 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. Each bargaining unit ratifies the contract separately. A simple majority of those voting is needed for ratification in each bargaining unit. 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 State, the Nebraska Commission on Industrial Relations will settle the dispute as provided by Nebraska Law.

Negotiation Team Members

John Antonich - NAPE Executive Director
Eric Bachenberg - DHHS Lincoln (S)
Ted Buri - NAPE Contract Administrator
Dennis Carraher - Electrical Division, Omaha (X)
George Collins - NDOT, Omaha (M)
Ann Greenberger - Veterans Affairs, Norfolk (I)
John Heeren - NDOT, Omaha (M)
Justin Hubly - NAPE Contract Administrator, Chief Negotiator
Adam Johnson - DHHS, Fremont (C)
Rich Kerr - DHHS, Beatrice (I)
Evelyn Springer - DAS, Lincoln (S)
Deb Strudl - DHHS, Lincoln (C)

Members of the negotiation team were elected to the NAPE Bargaining Conference by the NAPE membership. At the NAPE Bargaining Conference two people were elected to represent their bargaining unit on the negotiations team. No members from the "A" or "H" bargaining unit attended the Bargaining Conference. To be eligible to be elected, a NAPE member must be in good standing and have been a member of the union for two years and be certified as a steward.

Financial Summary

Salary

The tentative agreement provides all staff members covered by the NAPE contract (except Highway Maintenance Workers and Construction Technicians) a 2% salary increase on July 1, 2019 and an additional 2% salary increase on July 1, 2020.

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

Any employee (except Highway Maintenance Workers and Construction Technicians) who has a satisfactory or better performance rating in the calendar year will receive an additional .30% raise on July 1, 2019, and an additional .30% raise on July 1, 2020. This raise will be added simultaneously with the 2% annual increase for a total of 2.3%.

Highway Maintenance Workers and High Construction Technicians will receive a minimum 5% increase on July 1, 2019 or their pay will be adjusted to the new minimum rate, whichever is higher. The minimum and maximums will be as follows on July 1, 2019:

Job Classification	New Min. Rate (Increase)	New Maximum Rate
Highway Maintenance Worker	\$16.300 (21.6%)	\$22.600
Highway Maintenance Worker Sr.	\$17.000 (10.3%)	\$23.700
Highway Maintenance Crew Chief	\$19.250 (35.9%)	\$25.450
Highway Construction Technician I	\$16.300 (18.8%)	\$22.200
Highway Construction Technician II	\$17.750 (5.6%)	\$24.500
Highway Construction Technician III	\$21.600 (5.5%)	\$30.100
Highway Construction Technician IV	\$25.950 (3.4%)	\$36.650

Increases to Highway Maintenance Workers and Highway Construction Technicians at the top of the new payline will not exceed 5% over the new maximum rate.

Highway Maintenance Workers and Construction Technicians will receive a minimum 2% increase on July 1, 2020 or their pay will be adjusted to the new minimum rate, whichever is higher. The minimum and maximums will be as follows on July 1, 2020:

Job Classification	New Min. Rate	New Maximum Rate
Highway Maintenance Worker	\$16.300	\$22.600
Highway Maintenance Worker Sr.	\$17.550	\$24.450
Highway Maintenance Crew Chief	\$20.250	\$28.000
Highway Construction Technician I	\$16.300	\$22.200
Highway Construction Technician II	\$18.750	\$25.900
Highway Construction Technician III	\$22.750	\$31.700
Highway Construction Technician IV	\$26.500	\$37.450

Increases to Highway Maintenance Workers and Highway Construction Technicians at the top of the new payline will not exceed 5% over the new maximum rate.

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 14.18 - Workers Comp
 - Clarifies that the law in NRS 48-119 will be followed
- Section 14.27 - Maternity Leave Donation
 - Brings language from a current Memorandum of Understanding into the contract.
- Sections 15.2 - Workplace Bullying
 - Adds language that prohibits bullying in the workplace.
- Section 22.7 - Disciplinary Records
 - Employees disciplined for harassment must wait seven years instead of four years to request those discipline records be removed from their file.

Appendix Changes

- Appendix C - Health and Human Services
 - C.1.2.a - Labor/Management Committees will discuss workloads and caseloads.
 - C.9.1.a - In 24 hour facilities, weekend and holidays are included in vacation scheduling.
 - C.9.2 - In 24 hour facilities, vacation leaves of a week will be considered before other requests.
 - C.11.4 - In 24 hour facilities, comp time can be banked for up to 12 pay periods (instead of six pay periods) before being paid out.
 - C.11.16 - In 24 hour facilities, no employee will be forced to use more than one bye in a 24 period during a mandatory overtime situation.
- Appendix M - Corrections
 - Removed all language regarding the “Protective Services” Bargaining Unit
- Appendix N - Educational Telecommunications
 - Removes the term “vacation book” from the vacation request procedure.
- Appendix Q - Military
 - Removes Security Specialist language
 - Clarifies overtime calculations over 100/106 hours per two week period based on hire date before or after 7/1/15.
 - Clarifies that holidays occur on the day they fall.
 - Adds language regarding leave for National Guard Reservists based on the current law.
- Appendix V - Electrical Division
 - Adds a hooded rain jacket/high visibility vest to provided equipment.
 - Clarifies that the belt provided will be leather.
- Appendix W - Veterans Affairs (NEW)
 - The Veterans Affairs Appendix will mirror the current DHHS Appendix, except for the changes below.
 - W.2.9 - Any employee found to have abused or neglected a member can be disciplined or terminated.
 - W3.3 - All employees will have reasonable computer access for bidding holiday schedules and other administrative requests.
 - W4.1 - Any employee who is a Veteran will be recognized with a patch or pin on their uniform.
 - W6.2 - Reasonable job factors will be considered during a time of temporary job transfer.
 - W9.1 &W9.2 - Weekends and holidays are included in vacation bidding.

Housekeeping Changes

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

- Department of Roads will be changed to Department of Transportation
- All references to the Protective Services Bargaining Unit and job classifications are removed.

What do these salary increases mean for me? What will I actually take home?

Samples based on current salary & single insurance coverage

My current salary is \$11/hour. Assume 4% annual increase in health insurance.

Year	Annual Base	.3% Performance Increase	Single Insurance Contribution	Actual Pay	Annual Increase
FY2019	\$22,880	N/A	\$1,840	\$21,040	N/A
FY2020	\$23,338	\$69	\$1,913	\$21,493	\$453
FY2021	\$23,874	\$70	\$1,990	\$21,955	\$462

My current salary is \$13/hour. Assume 4% annual increase in health insurance.

Year	Annual Base	.3% Performance Increase	Single Insurance Contribution	Actual Pay	Annual Increase
FY2019	\$27,040	N/A	\$1,840	\$25,200	N/A
FY2020	\$27,581	\$81	\$1,913	\$25,749	\$548
FY2021	\$28,215	\$83	\$1,990	\$26,308	\$560

My current salary is \$15/hour. Assume 4% annual increase in health insurance.

Year	Annual Base	.3% Performance Increase	Single Insurance Contribution	Actual Pay	Annual Increase
FY2019	\$31,200	N/A	\$1,840	\$29,360	N/A
FY2020	\$31,824	\$94	\$1,913	\$30,004	\$644
FY2021	\$32,556	\$96	\$1,990	\$30,662	\$658

My current salary is \$17/hour. Assume 4% annual increase in health insurance.

Year	Annual Base	.3% Performance Increase	Single Insurance Contribution	Actual Pay	Annual Increase
FY2019	\$35,360	N/A	\$1,840	\$33,520	N/A
FY2020	\$36,067	\$106	\$1,913	\$34,260	\$740
FY2021	\$36,897	\$109	\$1,990	\$35,016	\$755

My current salary is \$19/hour. Assume 4% annual increase in health insurance.

Year	Annual Base	.3% Performance Increase	Single Insurance Contribution	Actual Pay	Annual Increase
FY2019	\$39,520	N/A	\$1,840	\$37,680	N/A
FY2020	\$40,310	\$119	\$1,913	\$38,516	\$835
FY2021	\$41,238	\$121	\$1,990	\$39,369	\$853

My current salary is \$21/hour. Assume 4% annual increase in health insurance.

Year	Annual Base	.3% Performance Increase	Single Insurance Contribution	Actual Pay	Annual Increase
FY2019	\$43,680	N/A	\$1,840	\$41,840	N/A
FY2020	\$44,554	\$131	\$1,913	\$42,771	\$931
FY2021	\$45,578	\$134	\$1,990	\$43,723	\$951

My current salary is \$23/hour. Assume 4% annual increase in health insurance.

Year	Annual Base	.3% Performance Increase	Single Insurance Contribution	Actual Pay	Annual Increase
FY2019	\$47,840	N/A	\$1,840	\$46,000	N/A
FY2020	\$48,797	\$141	\$1,913	\$47,027	\$1,027
FY2021	\$49,919	\$147	\$1,990	\$48,076	\$1,049

My current salary is \$25/hour. Assume 4% annual increase in health insurance.

Year	Annual Base	.3% Performance Increase	Single Insurance Contribution	Actual Pay	Annual Increase
FY2019	\$52,000	N/A	\$1,840	\$50,160	N/A
FY2020	\$53,040	\$156	\$1,913	\$51,283	\$1,122
FY2021	\$54,260	\$160	\$1,990	\$52,430	\$1,147

What do these salary increases mean for me? What will I actually take home?

Samples based on current salary & family insurance coverage

My current salary is \$11/hour. Assume 4% annual increase in health insurance.

Year	Annual Base	.3% Performance Increase	Family Insurance Contribution	Actual Pay	Annual Increase
FY2019	\$22,880	N/A	\$6,527	\$16,353	N/A
FY2020	\$23,338	\$69	\$6,788	\$16,618	\$265
FY2021	\$23,874	\$70	\$7,059	\$16,885	\$267

My current salary is \$13/hour. Assume 4% annual increase in health insurance.

Year	Annual Base	.3% Performance Increase	Family Insurance Contribution	Actual Pay	Annual Increase
FY2019	\$27,040	N/A	\$6,527	\$20,513	N/A
FY2020	\$27,581	\$81	\$6,788	\$20,874	\$361
FY2021	\$28,215	\$83	\$7,059	\$21,239	\$365

My current salary is \$15/hour. Assume 4% annual increase in health insurance.

Year	Annual Base	.3% Performance Increase	Family Insurance Contribution	Actual Pay	Annual Increase
FY2019	\$31,200	N/A	\$6,527	\$24,673	N/A
FY2020	\$31,824	\$94	\$6,788	\$25,130	\$457
FY2021	\$32,556	\$96	\$7,059	\$25,592	\$463

My current salary is \$17/hour. Assume 4% annual increase in health insurance.

Year	Annual Base	.3% Performance Increase	Family Insurance Contribution	Actual Pay	Annual Increase
FY2019	\$35,360	N/A	\$6,527	\$28,833	N/A
FY2020	\$36,067	\$106	\$6,788	\$29,385	\$552
FY2021	\$36,897	\$109	\$7,059	\$29,946	\$560

My current salary is \$19/hour. Assume 4% annual increase in health insurance.

Year	Annual Base	.3% Performance Increase	Family Insurance Contribution	Actual Pay	Annual Increase
FY2019	\$39,520	N/A	\$6,527	\$32,993	N/A
FY2020	\$40,310	\$119	\$6,788	\$33,641	\$648
FY2021	\$41,238	\$121	\$7,059	\$34,299	\$658

My current salary is \$21/hour. Assume 4% annual increase in health insurance.

Year	Annual Base	.3% Performance Increase	Family Insurance Contribution	Actual Pay	Annual Increase
FY2019	\$43,680	N/A	\$6,527	\$37,153	N/A
FY2020	\$44,554	\$131	\$6,788	\$37,897	\$744
FY2021	\$45,578	\$134	\$7,059	\$38,653	\$756

My current salary is \$23/hour. Assume 4% annual increase in health insurance.

Year	Annual Base	.3% Performance Increase	Family Insurance Contribution	Actual Pay	Annual Increase
FY2019	\$47,840	N/A	\$6,527	\$41,313	N/A
FY2020	\$48,797	\$141	\$6,788	\$42,152	\$839
FY2021	\$49,919	\$147	\$7,059	\$43,007	\$854

My current salary is \$25/hour. Assume 4% annual increase in health insurance.

Year	Annual Base	.3% Performance Increase	Family Insurance Contribution	Actual Pay	Annual Increase
FY2019	\$52,000	N/A	\$6,527	\$45,473	N/A
FY2020	\$53,040	\$156	\$6,788	\$46,408	\$935
FY2021	\$54,260	\$160	\$7,059	\$47,360	\$952

Highway Maintenance & Construction Samples

Highway Maintenance Worker Sr: Making the base salary, single insurance coverage - assumes a 4% premium increase annually.

Year	Annual Base	Single Insurance Contribution	Actual Pay	Annual Increase
FY2019	\$32,065	\$1,840	\$30,226	N/A
FY2020	\$35,360	\$1,913	\$33,447	\$3,221
FY2021	\$36,504	\$1,990	\$34,514	\$1,067

Highway Maintenance Crew Chief: Making the base salary, single insurance coverage - assumes a 4% premium increase annually.

Year	Annual Base	Single Insurance Contribution	Actual Pay	Annual Increase
FY2019	\$29,453	\$1,840	\$27,613	N/A
FY2020	\$40,040	\$1,913	\$38,127	\$10,514
FY2021	\$42,120	\$1,990	\$40,130	\$2,003

Highway Construction Tech II: Making the base salary, single insurance coverage - assumes a 4% premium increase annually.

Year	Annual Base	Single Insurance Contribution	Actual Pay	Annual Increase
FY2019	\$34,948	\$1,840	\$33,109	N/A
FY2020	\$36,920	\$1,913	\$35,007	\$1,898
FY2021	\$39,000	\$1,990	\$37,010	\$2,003

Highway Construction Tech IV: Making the base salary, single insurance coverage - assumes a 4% premium increase annually.

Year	Annual Base	Single Insurance Contribution	Actual Pay	Annual Increase
FY2019	\$52,185	\$1,840	\$50,346	N/A
FY2020	\$54,794	\$1,913	\$52,063	\$1,717
FY2021	\$56,050	\$1,990	\$53,130	\$1,067

Highway Maintenance Worker Sr: Making the base salary, family insurance coverage - assumes a 4% premium increase annually.

Year	Annual Base	Family Insurance Contribution	Actual Pay	Annual Increase
FY2019	\$32,065	\$6,527	\$25,538	N/A
FY2020	\$35,360	\$6,788	\$28,572	\$3,034
FY2021	\$36,504	\$7,059	\$29,445	\$873

Highway Maintenance Crew Chief: Making the base salary, family insurance coverage - assumes a 4% premium increase annually.

Year	Annual Base	Family Insurance Contribution	Actual Pay	Annual Increase
FY2019	\$29,453	\$6,527	\$22,926	N/A
FY2020	\$40,040	\$6,788	\$33,252	\$10,326
FY2021	\$42,120	\$7,059	\$35,061	\$1,809

Highway Construction Tech II: Making the base salary, family insurance coverage - assumes a 4% premium increase annually.

Year	Annual Base	Family Insurance Contribution	Actual Pay	Annual Increase
FY2019	\$34,948	\$6,527	\$28,421	N/A
FY2020	\$36,920	\$6,788	\$30,132	\$1,711
FY2021	\$39,000	\$7,059	\$31,941	\$1,809

Highway Construction Tech IV: Making the base salary, family insurance coverage - assumes a 4% premium increase annually.

Year	Annual Base	Family Insurance Contribution	Actual Pay	Annual Increase
FY2019	\$52,185	\$6,527	\$45,658	N/A
FY2020	\$54,794	\$6,788	\$48,006	\$2,348
FY2021	\$56,050	\$7,059	\$48,991	\$985

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 currently has 62 stewards across the state. Ideally, we would have one steward for every twenty members at each worksite. Steward training takes three hours, and sessions will be held near you in 2019 and 2020.

Serve on a committee, run for district leadership, or become a delegate to the biennial convention. All of these require you to be a member for six to twenty-four months before being seated. Join now so you can be on the bargaining committee in 2021.

All decisions NAPE makes are made by elected members. The biennial conference will be held in August and delegates will make important decisions guiding NAPE's future. District leadership positions and delegates to the 2019 biennial conference will take place in March on the following dates:

Greater Lincoln District - Tuesday, March 12 - 5:30pm - Rosie's Sports Bar

Greater Omaha District - Thursday, March 21 - 6pm - Lansky's

Niobrara/Ponca - Wednesday, March 27 - 6pm - Norfolk Public Library

South Central District - Tuesday, March 26 - 7pm - Perkins Kearney

Panhandle District - Monday, March 18 - 6pm - Scottsbluff Public Library

Sandhills District - Wednesday, March 20 - 7pm - Broken Bow Public Library

Southeast District - Wednesday, March 13 - 6pm - Valentino's Beatrice

Southwest District - Tuesday, March 19 - 6pm - Mallory's North Platte

York District - Thursday, March 28 - 6pm - Kilgore Memorial Library York

Communicate

Make sure your e-mail address on file is up-to-date. Our website is: www.napeafscme.org