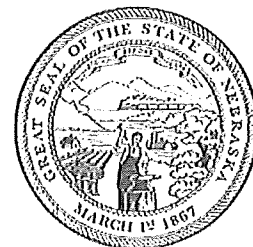


NEBRASKA

Good Life. Great Mission.

DEPT. OF HEALTH AND HUMAN SERVICES



Pete Ricketts, Governor

March 2, 2020

Justin Hubly, Executive Director
NAPE/AFSCME Local 61
770 N. Cotner Blvd., Suite 403
Lincoln, Nebraska 68505

Re: Monks, Hamilton, and Ahola Grievances

Dear Justin:

This letter confirms the settlement that we have reached concerning these grievances, all of which involve the temperatures in the Gold's Building. The Nebraska Department of Health and Human Services ("DHHS") and NAPE have agreed as follows:

1. NAPE will dismiss the Monks, Hamilton, and Ahola grievances upon execution of this settlement.
2. In exchange for NAPE dismissing these grievances, DHHS will handle problems with the heating and cooling of areas of the Gold's Building as described below.
3. If the temperature in an area of the Gold's Building falls below 68 degrees or above 76 degrees for more than two hours, DHHS will offer to relocate employees (a) to another work area in the Gold's Building where the temperature is between 68 degrees and 76 degrees or (b) to another work area in another building. Employees may elect to stay in their work location or to relocate to another work area.
4. DHHS HR will communicate this arrangement to all supervisors who are located in the Gold's Building.
5. The arrangement doesn't apply if there is a building-wide problem with the HVAC system. If there is a building-wide problem with the HVAC system that results in the temperature in the building falling below 68 degrees or rising above 76 degrees for more than two hours, DHHS will find an appropriate solution, which may include ready-to-work status at DHHS's sole discretion.

If this letter accurately summarizes the settlement, then please sign where indicated below. Thank you.


Sincerely,



Grant K. Dugdale, Attorney
Nebraska State Office Building
301 Centennial Mall South
P.O. Box 95026
Lincoln, Nebraska 68508
Direct Tel: (402) 471-7242
Email: Grant.Dugdale@nebraska.gov

Agreed to:

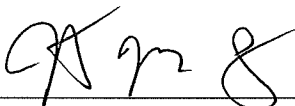
Nebraska Department of Health and
Human Services

By: 
Roshelle Campbell, HR Director

Date: 3-2-2020

Agreed to:

NAPE/AFSCME LOCAL 61

By: 
Justin Hubly, Executive Director

Date: 03/02/20