



NAPE/Nebraska State College System Contract

July 1, 2021 - June 30, 2023

Ratification Summary

Introduction

NAPE and the Nebraska State College System reached a tentative agreement on a new contract for fiscal years 2022 & 2023 on December 11, 2020. 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 on each campus in addition to a virtual meeting as follows:

Virtual Meeting: January 11 - 7pm central time - Register at: www.napeafscme.org

Chadron: January 19 - 3pm & 5pm - Student Center

Peru: January 14 - 3:15, 4:15, & 5:15pm - Little Red School House

Wayne: January 20 - 2pm & 5pm - Conn Library Room 208

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 January 29, 2021. All mail in ballots from the virtual meeting must be received no later than 10am on January 29, 2021. A simple majority of those voting is needed for ratification. If the tentative agreement is ratified, it will take effect on July 1, 2021. 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 NSCS, the Nebraska Commission on Industrial Relations will settle the dispute as provided by state law.

Negotiation Team Members

NAPE was represented by the following members on the negotiations team: Amanda Cole (Peru), Ken Goering (Peru), Theresa Lubberstedt (Wayne), Kelly Overshiner (Chadron), Tom Schmitz (Wayne), and Brandon Ziska (Wayne). NAPE Executive Director Justin Hubly served as Chief Negotiator.

Financial Highlights

Salary grades 3-6 will have the following new base rates effective July 1, 2021 if the tentative agreement is ratified:

Grade 3: \$11.50

Grade 4: \$12.00

Grade 5: \$12.50

Grade 6: \$13.00

The 5 year longevity steps will also rise above the new minimums by the same percentages as in the current contract. Employees in Grades 3-6 who have a salary below the new rate will be

placed at the new base rate, even if it results in a raise greater than 10%. For those in grades 3-6 who are above the base rate will receive a 2% raise and be eligible for step movement. If employees are moving to a new longevity step, they will be subject to the 10% annual cap.

Employees who are in salary grades 7-12, will receive a 2% raise on July 1, 2021 if the tentative agreement is ratified. All longevity steps will increase based on the 2% raise to the minimum rate. An additional longevity step will be added for those with 25+ years of service. The new longevity step will be 7% higher than the 20 year step.

Security Officer I will move from grade 4 to grade 5
Security Officer II will move from grade 7 to grade 8.

Please see the attached updated salary schedule.

On July 1, 2022 the minimum salary in each classification will be adjusted by 2%, all longevity steps will increase proportionately, all employees will see a 2% minimum salary increase.

Substantive Changes

- Section 2.1 - Exercising Agreement Rights
 - There will be no retaliation for providing information as a witness by either party
- Section 7.4 - Overtime Preference
 - Overtime will now be offered to volunteers first. If there are too many volunteers, it will be assigned to the most senior employee on a rotating basis. If there are not enough volunteers, it will be assigned to the least senior employee on a rotating basis.
- Section 8.1 - Work on Holidays
 - Employees will be paid time and a half for all time worked on a holiday.
- Section 9.3 - Performance Evaluation
 - Employees will be given 15 calendar days to comment on or rebut their performance evaluation
- Section 19.0 - Sick Leave Payout
 - Clarifies that an employee is only entitled to one sick leave payout on retirement, even if they are employed at a future date.
- Section 19.6 - Civil Duty Leave
 - Allows an employee to use paid civil leave in or to work as an election judge or election worker.
- Section 21.7 - Union Information
 - Employee lists will be provided by NSCS to NAPE on a quarterly basis.

Housekeeping Changes

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

- Section 11.6 - Changes to match law, and retitle "Arbitrator" to "Hearing Officer"
- Section 11.9 - Changes to Title IX to match law

- Section 12.1 - Clarifies that two days are two “consecutive” days for job abandonment
- Section 17.1 & 17.2 - Updated insurance language to match current plan.
- Section 17.9 - Properly titles the insurance plan for retirees
- Section 19.2 - Updates FMLA provisions to match law
- Section 21.6 - Clarifies who receives Board Agendas and materials
- Section 21.8 - Clarifies NSCS will alert the union to new hires within 5 days of starting employment
- Appendix A - Deletes vacant “Computer Operator” classification