



NAPE/AFSCME

Nebraska State College System Contract

July 1, 2023 - June 30, 2025

Ratification Summary

Questions: help@napeafscme.org or 402.486.3911

Introduction

NAPE/AFSCME and the Nebraska State College System reached a tentative agreement on a new contract for the July 1, 2023 - June 30, 2025 biennium on January 5, 2023. All NAPE/AFSCME members have the right to vote to accept 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 18 - 7pm central time - Register at: bit.ly/napecolleges

Chadron: January 23 - 11am - Student Center - Scottsbluff Room

Peru: January 20 - Noon - CATS ConferenceRoom

Wayne: January 19 - 1:30pm - Conn Library Room 016

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 27, 2023. All electronic ballots from the virtual meeting must be received no later than 5pm on January 25, 2023. A simple majority of those voting is needed for ratification. If the tentative agreement is ratified, it will take effect on July 1, 2023. If it is rejected, the team will attempt to go back to the negotiating table in an attempt to negotiate without going to impasse. If impasse is declared by NSCS, the Nebraska Commission on Industrial Relations will settle the dispute as provided by state law.

Negotiation Team Members

NAPE/AFSCME was represented by the following members on the negotiations team: Kim Clark (Chadron), Amanda Cole (Peru), Tyler Foote (Wayne), Theresa Lubberstedt (Wayne), Kelly Overshiner (Chadron), and Brandon Ziska (Wayne). NAPE/AFSCME Executive Director Justin Hubly served as Chief Negotiator.

Salaries

A new salary schedule is created with 3 year steps with each step increasing 5% per step. (instead of the current 5 year steps). In all grades, the salary schedule extends to 10 steps. Salary grades are renumbered to start with 1 (instead of starting with the current 3).

Please see the attached salary schedule.

On July 1, 2023 the minimum salary in each classification will be increased by 4.5%, steps will be set in 5% increments above the new minimum. Employees will be placed on the appropriate new step based on their years of service (and receive a 4.5% salary increase, whichever is greater). The 10% cap on annual salary increases is removed permanently.

On July 1, 2024, salaries will be increased by 4.25%, all steps will increase proportionately. Step movement will occur on July 1, 2024.

Substantive Changes

- Section 4.2 - New Employee Salaries
 - New employees cannot be hired above Step 2 on the salary schedule without approval from NAPE/AFSCME
- Section 5.3 - Transfers and Rehires
 - Clarifies that if a rehired employee is to serve an initial probationary period upon rehire, they will be notified in writing at the time of rehire.
- Section 6.6 - Certification Completion
 - Base salary will increase for completing courses required by the employer. If new courses are added, NSCS will negotiate their inclusion on the list with NAPE/AFSCME.
 - Chiller Class - \$150
 - Certified Facility Locksmith - \$150
 - Underground Storage Tank Operator - \$150
 - Water Operator - Grade 3 or 4 - \$150
 - Herbicide/Pesticide - \$200
 - HVAC/Energy Building Management Control System - \$500
 - \$100 per level, not to exceed \$500
- Section 7.0 - Workweek
 - NSCS may not force flex an employee's schedule to avoid the payment of overtime.
- Section 8.0 - Holiday Schedule
 - Adds June 19
 - Clarifies that Holidays on Saturday will be scheduled on Friday, Holidays on Sunday will be scheduled on Monday.
- Section 8.1 - Work on Holidays
 - Clarifies that employees who work on June 19, July 4, December 25, and January 1, regardless of when the holiday is scheduled, will receive time and one-half pay.
- Section 17.4 - Life Insurance
 - Instead of requiring NSCS to provide a \$30,000 policy, requires NSCS to provide a minimum \$30,000 policy. This would allow for great coverage if allowed by the insurer.
- Section 17.9 - Retirement Programs
 - Six month notice of retirement to participate in early retirement programs may be waived at the discretion of NSCS.
- Section 18.2 - Tuition Waiver Limitation
 - Clarifies that coursework must be approved prior to the tuition due date in order to receive a waiver. Further clarifies that tuition waivers are not available for professional development courses.
- Sick Leave - 19.0
 - Employees will earn sick leave as follows:
 - 1-5 Years of Service - 12 days/year
 - 6th Year - 13.2 days/year
 - 7th Year - 14.4 days/year

- 8th year - 15.6 days/year
 - 9th year - 16.8 days/year
 - 10 year or more - 18 days/year
 - Employees Hired Prior to 7-1-93 will be placed on the earnings schedule above. These employees may opt to cash out 12 days of sick leave by requesting so in writing prior to July 7, 2023. Payout will occur on July 31, 2023.
- Vacation Leave 19.1
 - Employees will earn vacation leave as follows:
 - 1-5 years - 15 days
 - 6th year - 16 days
 - 7th year - 17 days
 - 8th year - 18 days
 - 9th year - 19 days
 - 10th year - 20 days
 - 11th year - 21 days
 - 12th year - 22 days
 - 13th year - 23 days
 - 14th year - 24 days
 - 15th year or more - 25 days
- Section 19.8 - Crisis Leave
 - Expands crisis leave use to include new parents.
 - New parent crisis leave can be used for up to 30 consecutive days of leave. Must be FMLA eligible.
 - Guarantees a union member is appointed by the union to the Shared Leave Committee.
 - Limits the leave pool to 7,500 hours.
- Section 19.9 - Emergency Volunteer Leave
 - Volunteer Firefighters/Medical Personnel will be excused for up to 25 hours per year to respond to local emergency calls.

Housekeeping Changes

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

- Section 19.2.c - Clarifies the law - accrued leave must be used concurrently with FMLA leave
- Throughout the agreement - AVP is removed and replaced with Human Resources Director

Looking Forward

Continue To Grow Our Union

Our strength and power during negotiations this year is a direct result of the involvement of union members and our record growth. NAPE/AFSCME membership is at a 25 year high, and is over 2,200 members for the first time since 1997. We hope to reach an all time high of 3,000 members by the time we negotiate in 2024. A union is a group of employees who unite together to protect each other's best interests, primarily through contract negotiations. Now is the time to join us! We need you to be an active NAPE/AFSCME member! Join at: www.napeafsmce.org/join-nape

Get Involved - Become a Union Steward

A steward is a worksite leader who is trained on our contract to assist members and ensure the contract is followed at the worksite. Initial training takes just three and half hours and is taught at sites around the state. Training is open to all NAPE/AFSCME members. Express your interest in a training session on our website: www.napeafcme.org

Get Involved - Serve & Lead (Nominations & Elections begin in February)

The NAPE/AFSCME Board of Directors is made up of 25 elected union members from around the state and provides leadership for the union. Any member in good standing for more than one year is eligible to run for seats on the board that they are eligible to hold (i.e, agency representative, area representative, etc.). Nominations for 20 seats will be accepted from February 1-17. Elections will be conducted by mail from March 3-31. The 20 members elected will take office at the June 10, 2023 Board of Directors meeting and serve a two year term.

Get Involved - Be a Delegate (Delegate Assembly is August 25-27, 2023)

The NAPE/AFSCME Biennial Delegate Assembly meets every odd numbered year and is the highest decision making body of the union. The delegates consider bylaw changes, set the dues rate, and elect the five officers of the union. The Delegate Assembly is held in Lincoln, and all expenses are paid by the union. Nominations will be accepted April 3-21. Elections will be conducted by mail from May 1-22. 40 members will be elected in addition to the 25 members of the Board of Directors.

Attend a Local Area Meeting

The first step to getting more involved is by attending a union meeting. Each meeting lasts one hour. Free food and a short training topic is also provided at each meeting, Members are also able to ask questions, voice concerns, and meet/network with other union members. Meetings occur during lunch on all three campuses. Employees can flex their lunch hour to attend. 2023 meetings are as follows:

Chadron - 11am - Student Center - March 21, May 22, July 17, September 18, December 4

Peru - 11am - Student Center - March 8, May 10, July 12, September 13, November 15

Wayne - 1:30pm - February 21, April 18, June 20, August 22, October 17