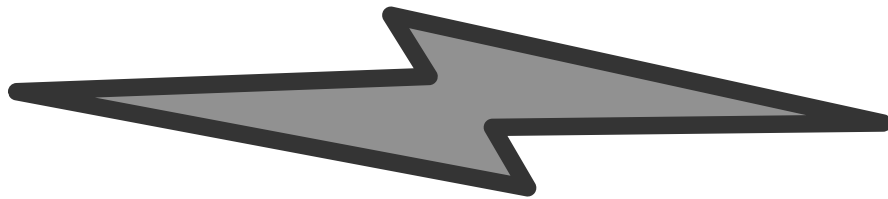


NAPE/AFSCME Local 61



**OUR CONTRACT
YOUR VOTE**



**July 1, 2023-2025
STATE OF NEBRASKA
TENTATIVE
AGREEMENT**

INTRODUCTION



NAPE/AFSCME and the State of Nebraska reached a tentative agreement on a new contract for fiscal years 2024 & 2025 on December 30, 2022. All NAPE/AFSCME members have the right to vote to accept or reject the tentative agreement through the ratification process. Ratification meetings for the purpose of voting will take place across the state from January 9-26, 2023. 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 January 27, 2022. 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, 2023. If it is rejected, the team will attempt to return to the negotiating table to reach an agreement. However, because we are past the January 15 statutory deadline, the State may choose to declare impasse if the tentative agreement is rejected. If impasse is declared, the Nebraska Commission on Industrial Relations will settle the dispute as provided by Nebraska Law. This process includes comparing total compensation of job classifications to comparable states. The Commission will choose the states to be included in the comparability array after an evidentiary hearing.

NEGOTIATIONS TEAM



Members of the negotiation team were elected by delegates to the NAPE/AFSCME Bargaining Conference in July 2022. Delegates were elected by NAPE/AFSCME members in March 2022. At the Bargaining Conference one person was elected to represent each bargaining unit on the negotiations team. To be eligible to be elected, a NAPE/AFSCME member must be in good standing, have been a member of the union for one year, and be certified as a union steward.

Negotiations Team

Melissa Haynes - President (DHHS, Fremont)

Brian Koch - Vice President (Labor, Beatrice)

Chris Morton - Unit A (DHHS, Lincoln)

Rachel Johnson - Unit C (DHHS, Lincoln)

Sam Hansen - Unit E (Environment & Energy, Lincoln)

Jody Riskowski - Unit H (Corrections, Lincoln)

Carlos Ndirangu - Unit I (Veterans' Affairs, Norfolk)

Jay Jensen - Unit M (Transportation, Omaha)

Lindsey Eads - Unit S (Veterans' Affairs, Kearney)

Brandon Brown - Unit X (Revenue, Lincoln)

Bargaining Conference Delegates

Bargaining Unit A (Administrative Professional)

Marc Bettis - Labor - Research Analyst I - Lincoln

Rene Botts - DHHS - Procurement Contracts Officer - Lincoln

Matt Davis - DAS - IT Infrastructure Support Analyst - Lincoln

Jennifer Dreibelbis - Arts Council - Federal Aid Administrator II - Omaha

Dave Hughes - NE Public Media - Radio Announcer/Producer - Lincoln

Diane Laffin - History Nebraska - Preservation Associate - Lincoln

Chris Morton - DHHS - Marketing & Communications Specialist - Lincoln

Anissa Rasmussen - Economic Development - Econ. Dev. Consultant II - Lincoln

Rebecca Schademann - Economic Development - Econ. Dev. Consultant II - Lincoln

Uki Wolfe - Corrections - Training Specialist - York

Bargaining Conference Delegates

Bargaining Unit C (Counseling and Social Services)

Michelle Anderson - DHHS - Resource Developer - Hastings
Ashley Augustin - DHHS - Child/Family Service Specialist - Beatrice
Susan Bergmeier - DHHS - Child/Family Service Specialist - Beatrice
Brian Bierschenk - DHHS - Quality Control Specialist - Norfolk
Brienne Bushlow - DHHS - Social Services Worker - Fremont
Paul Farrand - DHHS - DD Service Coordinator - Omaha
Cassandra Fisher - Corrections - Master Social Worker - Omaha
Melissa Haynes - DHHS - Social Services Worker - Fremont
Avery Hulse - DHHS - Social Services Worker - Lincoln
Rachel Johnson - DHHS - Religious Coordinator - Lincoln
Brian Koch - Labor - Workforce Coordinator - Beatrice
Rachel Kreifels - DHHS - DD Community Coordinator Specialist - Lincoln
Kathy Owens - DHHS - Social Services Lead Worker - Omaha
Kris Rossman - DHHS Social Services Worker - Scottsbluff
Morgan Smith - DHHS - Child/Family Services Specialist - North Platte
Kelly Soderling - DHHS - Lead Social Services Worker - Fremont
Lisa Steiner - DHHS - DD Community Coordinator Specialist - Lincoln
Ashlie Thompson - DHHS - DD Service Coordinator - Lincoln
Brian Wolessensky - DHHS - Social Services Worker - Lincoln

Bargaining Conference Delegates

Bargaining Unit E (Engineering, Sciences, & Resources)

Blayne Glissman - Environment & Energy - Environmental Specialist II - Lincoln

Sam Hansen - Environment & Energy - Engineer - Lincoln

Amy Peters - DHHS - Scientist I - Lincoln

Elbert Traylor - Environment & Energy - Environmental Specialist II - Lincoln

Bargaining Unit H (Health Care Professional)

Jessica Davis - DHHS - Behavioral Health Practitioner IV - Lincoln

Jimmy Kazalaski - Corrections - Recreation Specialist - Tecumseh

Jody Riskowski - Corrections - Community Health Educator - Lincoln

Bargaining Unit I (Health Care Non-Professional)

Rich Kerr - DHHS - Developmental Technician II - Beatrice

Carlos Ndirangu - Veterans Affairs - Staff Care Technician II - Norfolk

Bargaining Conference Delegates

Bargaining Unit M (Maintenance, Technical, & Trades)

Daniel Buchanan - Corrections - CSI Shop Operator - Lincoln
Lorrie Daubs - NDOT - Sr. Highway Maintenance Worker - Omaha
Mike Garrean - NDOT - Highway Construction Technician III - Omaha
John Hereen - NDOT - Auto/Diesel Mechanic - Omaha
Jay Jensen - NDOT - Sr. Highway Maintenance Worker - Omaha
Juan Montez-Flores - NDOT - Sr. Highway Maintenance Worker - Omaha
Chanda Parker - NDOT - Hwy Traffic Operations Center Lead - Omaha
Schuyler Schmid - NDOT - Sr. Highway Maintenance Worker - Fremont
Sean Vilmont - NDOT - Sr. Highway Maintenance Worker - Elkhorn
Vicki Vosler - Game & Parks - Food Service Worker - Ashland

Bargaining Unit S (Administrative Support)

Eric Bachenberg - DHHS - Office Technician - Lincoln
Joanne Darnell - Corrections - Office Specialist - Lincoln
Lindsey Eads - Veterans Affairs - Supply Technician II - Kearney
Michael Henry - DHHS - Office Specialist - Lincoln
Robin Smith - DHHS - Supply Technician II - Kearney
Sharon Waters - Game & Parks - Administrative Technician - Lincoln
Ashley Young - NDOT - Office Specialist - North Platte

Bargaining Conference Delegates

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Daniel Buchanan - Corrections - CSI Shop Operator - Lincoln
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Mike Garrean - NDOT - Highway Construction Technician III - Omaha
John Hereen - NDOT - Auto/Diesel Mechanic - Omaha
Jay Jensen - NDOT - Sr. Highway Maintenance Worker - Omaha
Juan Montez-Flores - NDOT - Sr. Highway Maintenance Worker - Omaha
Chanda Parker - NDOT - Hwy Traffic Operations Center Lead - Omaha
Schuyler Schmid - NDOT - Sr. Highway Maintenance Worker - Fremont
Sean Vilmont - NDOT - Sr. Highway Maintenance Worker - Elkhorn
Vicki Vosler - Game & Parks - Food Service Worker - Ashland

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Eric Bachenberg - DHHS - Office Technician - Lincoln
Joanne Darnell - Corrections - Office Specialist - Lincoln
Lindsey Eads - Veterans Affairs - Supply Technician II - Kearney
Michael Henry - DHHS - Office Specialist - Lincoln
Robin Smith - DHHS - Supply Technician II - Kearney
Sharon Waters - Game & Parks - Administrative Technician - Lincoln
Ashley Young - NDOT - Office Specialist - North Platte

Bargaining Unit X (Examining, Inspection, & Licensing)

Brandon Brown - Revenue - Senior Agent - Lincoln
Tony Coniglio - Motor Vehicles - Examiner - Omaha
Erika Robles - Revenue - Agent - Lincoln
Autumn Schafer - Insurance - Claims Investigator II - Lincoln

FINANCIAL SUMMARY



To calculate your salary, please scan the QR code or visit toolbox.napeafscme.org



Year 1

On July 1, 2023, minimum salaries will be adjusted upwards by 20% for the following job classifications, plus all employees who had a satisfactory 2022 performance evaluation, or who had a satisfactory probationary evaluation by December 31, 2022, will advance 2 steps. (In total a 22%+ salary increase). Those above Step 40 will receive a 20% increase.

A19011 - Accountant I

A19012 - Accountant II

A19013 - Accountant III

A19014 - Accountant IV

FINANCIAL SUMMARY



Year 1

On July 1, 2023, minimum salaries will be adjusted upwards by 15% for the following job classifications, plus all employees who had a satisfactory 2022 calendar year performance evaluation, or who had a satisfactory probationary evaluation by December 31, 2022, will advance 2 steps. (In total a 17%+ salary increase). Those above step 40 will see a 15% increase.

C69140 - Unemployment Insurance Program Resource Specialist

C69400 - Unemployment Insurance Claims Specialist

C69411 - Unemployment Insurance Field Representative

C69420 - Unemployment Insurance Adjudicator

C70120 - Employment Specialist

C70130 - Workforce Coordinator

C70410 - Employment Services Program Specialist

C70850 - Job Training Program Coordinator

C72172 - Social Services Worker

C72173 - Social Services Lead Worker

E55011 - Engineer

E55012 - Professional Engineer I

E55013 - Professional Engineer II

E55014 - Professional Engineer III

E57720 - Highway Construction Projects Coordinator

E57740 - Highway Contracts Project Coordinator

E57760 - Highway Cost Estimator

E57780 - Highway Construction Scheduling Coordinator

FINANCIAL SUMMARY



Year 1

M56233 - Engineering Associate
M57281 - Highway Construction Technician I
M57282 - Highway Construction Technician II
M57283 - Highway Construction Technician III
M57284 - Highway Construction Technician IV
M57830 - Highway District ROW Permits Officer
M84621 - Automotive Service Worker
M84622 - Automotive Mechanic I
M84623 - Automotive Mechanic II
M84624 - Automotive/Diesel Mechanic
M84625 - Automotive/Diesel Mechanic Lead
M84640 - Automotive Technician
M84710 - Aircraft Mechanic
M85111 - Highway Maintenance Worker
M85112 - Highway Maintenance Worker/Senior
M85113 - Highway Maintenance Crew Chief
S57223 - Highway Contracts Technician II
S57260 - Highway Construction Management Technician
X62530 - Engineer/Architect Investigator

On July 1, 2023, minimum salaries will be adjusted upwards by 10% for the following job classifications, plus all employees who had a satisfactory 2022 calendar year performance evaluation, or who had a satisfactory probationary evaluation by December 31, 2022, will advance 2 steps. (In total a 12%+ salary increase). Those above Step 40 will see a 10% increase.

- C72311 - CFS Specialist Trainee
- C72312 - CFS Specialist
- C72313 - CFS Specialist Lead Worker
- M84011 - Maintenance Technician
- M84012 - Maintenance Specialist I
- M84013 - Maintenance Specialist II
- M84210 - Electrician
- M84230 - Plumber
- M84330 - Machinist
- X60112 - Motor Vehicle Examiner

FINANCIAL SUMMARY



Year 1

On July 1, 2023, minimum salaries will be adjusted upwards by 5% for all job classifications not listed above, plus all employees who had a satisfactory 2022 calendar year performance evaluation, or who had a satisfactory probationary evaluation by December 31, 2022, will advance 2 steps. (In total a 7%+ salary increase).

Year 2

On July 1, 2024, minimum salaries will be adjusted upwards by 2% for all job classifications, plus all employees who had a satisfactory 2023 performance evaluation or who had a satisfactory probationary evaluation by December 31, 2023, will advance 3 steps. (In total a 5%+ salary increase). Those above Step 40 will see a 2% increase.

Article 4 - Grievance Procedure

Updates to the grievance procedure that clarify procedural rules. No major substantive changes to employee grievance rights.

- Some minor deadline changes. Step 3 appeal deadline 5 workdays.
- Clarifies hearing procedures if there is an objection to a timely filing
- If an arbitrator is selected to hear an objection to discovery, the same arbitrator will hear the case at hearing
- Mini-hearing renamed “Step 2 Conference”

Article 7.9 & Appendix D.14 - On Call

If a district uses a winter operations schedule, NDOT employees can be placed on call for more than seven days in a pay period, however, a seniority based bidding procedure must be used for winter operations assignments. If a district chooses not to bid assignments, the seven day limit still applies.

Article 9.5 - Transfers

Provides a 48 hour window for employees to volunteer for transfer and ensures transfer opportunities will be posted electronically or in writing.

Article 12.11 - Comp Time Payout

Extends the window to elect comp time payout to December 15-31 each calendar year.

Article 14.12

Clarifies that suspicion of sick leave abuse must be communicated to the employee in advance and in writing. Clarifies that employees on approved FMLA do not have to resubmit doctor's notes within 60 days.

Article 14.17 - Bereavement Leave

Adds bereavement leave use for “unborn persons.”

Article 14.24 - Sick Leave Advancement

Sick leave advancement requests will be responded to within 2 workdays.

Article 19.4 - Reclassifications

Clarifies current practice that when an employee reclassifies, the pay change is effective from the date the agency changed the work and submitted the request.

Appendix D.1 - NDOT Water

Updates provisions that clarify that NDOT will provide water when the temperature exceeds 80 degrees, but that water does not necessarily have to be served in a 3 gallon bucket with cups (i.e. bottled water is accepted).

Appendix D.3 - NDOT Boot Reimbursement

Increases the amount of boot reimbursement at the NDOT to \$250 per year.

Appendix D.11 - NDOT Emergencies

Clarifies language regarding emergency situations.

Appendix D.14 - NDOT Winter Operations

Between October 1-April 30 NDOT districts may opt to bid a winter operations schedule in seniority order. When vacancies occur, they are filled in seniority order. If a district uses this process, employees are required to work their assignment when assigned, and the seven day limitation to on-call status in a pay period does not apply. If a district does not use the bidding process, no changes to current contract.

Clean Up

- 9.6 - Eliminate outdated IRS moving expense language.
- 11.10 - Clarifies "employee returning to the same classification"
- 12.5 - Deletes outdated midterm overtime provisions
- 12.8 - Clarifies comp time as the result of an arbitration decision
- 14.1 - Adds Juneteenth Holiday and Indigenous People's Day
- 14.4 - Deletes outdated midterm overtime provisions
- 15.1 - Replaces the word "handicap" with "disability."
- 18.5 - Deletes outdated references to appendix
- 26.4.3 - Clarifies ratings language
- 26.5 - Clarifies ratings language

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! The state has armies of managers, lawyers, and lobbyists representing their best interests, and you should too.



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 and sign up on our website.



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 as delegates 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 near you. 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, Additional meeting locations are advertised to members by mail and e-mail. Additionally, a virtual meeting is held each month. Non-members are welcome to attend local area meetings to learn more about NAPE/AFSCME.

2023 Standing Area Meetings

Chadron - Holiday Inn Express - 5:30pm, 3/20, 5/22, 7/17, 9/18, 12/4

Grand Island - Chicken Coop - 5:30pm, 2/28, 4/25, 6/27, 8/29, 10/24

Fremont - Gambino's East - 6:30pm, 3/7, 5/2, 7/6, 9/5, 11/7

Kearney - Chicken Coop - 6pm - 3/28, 5/30, 7/25, 9/26, 11/28

Lincoln - Firefighter's Hall - 5:30pm - 2nd Tuesday of the Month

Norfolk - TBA - 5:30pm, 2/21, 4/18, 6/20, 8/22, 10/17

North Platte - Wild Bill's - 5:30pm, 3/22, 5/24, 7/19, 9/20, 12/6

Omaha - Lansky's Pizza - 6pm - 3rd Thursday of the Month

Scottsbluff - Cappuccino & Company - 6:15pm, 3/21, 5/23, 7/18, 9/19, 12/5