



NEBRASKA ASSOCIATION OF PUBLIC EMPLOYEES

August 30, 2023

Dinah Wetindi - Deputy Director, Economic Assistance & Eligibility Operations
Nebraska Department of Health & Human Services
PO Box 95026
Lincoln, NE 68509-5026

Dear Ms. Wetindi,

Our union represents over 3,000 frontline employees at the Department of Health & Human Services, including Social Services Workers and Leads. Our office has been inundated with complaints regarding your behavior towards our union members on August 23, 2023.

Multiple union members reported that you described them during team meetings on August 23, 2023 as lazy and unproductive. You went on to tell some teams that "maybe this was not the job for them." In regards to working overtime, you stated that "God made seven days in a week," implying that employees should be volunteering to work everyday each week. You further blamed poor morale on the frontline workers, stating that they were "spreading negativity."

Our union members are hard working and dedicated public servants who assist their fellow Nebraskans everyday. Blaming a backlog of work on the frontline employees, insulting them, and then suggesting they quit does nothing to solve any problem facing your division. If anything, it makes the problem worse. This is no way to motivate workers.

Your behavior is unacceptable and will not be tolerated further. Our labor contract has provisions regarding the assignment of overtime which we expect will be followed. Prior to your arrival, our members volunteered for overtime assignments for months on end. Please remember that the next time you complain about a backlog of work. Our contract also guarantees employees will have a workplace free from threatening behavior. Should you decide to further threaten our members, we will file grievances to remedy your behavior.

I hope you will reflect on your behavior and apologize to each and every employee that you insulted. You will most certainly move on from your position someday, but the dedicated public servants providing vital services to their neighbors will remain. I hope you will use your time in your position to better the lives of Nebraskans instead of attacking your hard working employees.

Sincerely,

A handwritten signature in black ink, appearing to read "J. Hubly".

Justin Hubly
Executive Director