



2024 Bargaining Conference Info



Who Negotiates Our Contract? You do!

NAPE members negotiate our union contract alongside our Executive Director who is appointed by our Board of Directors to serve as chief negotiator. NAPE members elect fellow union members to be our representatives at the bargaining table. Selecting our representatives is an important decision because the members who represent us have serious responsibilities that affect the lives of thousands of state employees including:

- Developing the initial bargaining proposal and presenting it to the Governor
- Negotiating with the Governor's representatives
- Approving contract language and making recommendations for all union members to vote on to be approved or rejected

What's At Stake?

Our union contract determines our rights at work and our financial futures. Bargaining team members negotiate our compensation package and working conditions. The bargaining team then presents a tentative agreement to our full membership for a vote on whether to accept or reject the agreement.

What's our Union's Process for Choosing Members of the Bargaining Team?

NAPE members elect fellow union members to serve on the bargaining team. These members are first elected as delegates to our Bargaining Conference. The delegates then elect members to the bargaining team.

What is the NAPE/AFSCME Bargaining Conference?

The NAPE/AFSCME Local 61 Bargaining Conference is the official biennial meeting of the union where elected member delegates determine our contract negotiations priorities. The delegates consider contract negotiations proposals submitted by members, delegates, and the Board of Directors. After selecting proposals that will be part of negotiations proposals to the state, the delegates prioritize the proposals in order of importance. Additionally, delegates will elect eight members to serve on our negotiations team to sit across the table from the governor's representatives during negotiations sessions.

When and Where is the Bargaining Conference?

The 2024 Bargaining Conference will be held at the Cornhusker Marriott Hotel in downtown Lincoln on July 27 & 28, 2024. Delegates will have an optional welcome reception in the evening on July 26 and all day sessions on July 27 & 28. The conference usually ends by 4pm on the final day. For delegates not from the greater Lincoln area, NAPE will provide hotel rooms. Delegates will also be provided with meals, and mileage reimbursement if traveling from more than 60 miles away.

To learn more about the NAPE/AFSCME Bargaining Conference, attend our webinar on March 18 at 7pm central. Visit bit.ly/NAPEBargaining to register in advance.

Who are the Delegates/Negotiations Team?

There will be a total of 45 delegates. 5 members of the NAPE/AFSCME Executive Committee are automatic delegates. NAPE/AFSCME members will elect the remaining 40 delegates to the bargaining conference. Delegates are elected based on their bargaining unit (the first letter of their job classification). The breakdown of delegates to be elected is as follows:

Bargaining Unit A (Administrative Professional): 6 members

Bargaining Unit C (Social Services & Counseling): 14 members

Bargaining Unit E (Engineering, Science & Resources): 2 members

Bargaining Unit H (Health & Human Care Professional): 3 members

Bargaining Unit I (Health & Human Care Non-professional): 3 members

Bargaining Unit M (Maintenance, Technical & Trades): 7 members

Bargaining Unit S (Administrative Support): 3 members

Bargaining Unit X (Examining, Inspection & Licensing): 2 members

At the bargaining conference, the delegates will elect eight delegates to complete a ten member negotiations team. NAPE President Melissa Haynes (DHHS - Fremont) and NAPE Vice President Brian Koch (Labor - Beatrice) are automatically members of the negotiations team. Negotiations are conducted on paid work time in Lincoln. Members of the negotiations team will have their expenses and travel to Lincoln reimbursed in accordance with the NAPE member travel policy.

Who Can Serve as a Delegate to the Bargaining Conference?

In order to be eligible to be elected as a delegate to the bargaining conference, the member must be in good standing, be certified as a NAPE/AFSCME steward prior to April 8, 2024. In order to be elected to the bargaining team, members must first be elected to the bargaining conference and have been a member in good standing since April 8, 2023. If you are not currently a steward, but wish to run for election, you must be certified by April 8, 2024. You can sign up for steward training on our website: www.napeafscme.org.

Do I Need Experience to Serve on the Bargaining Team?

No experience in negotiations is required. You are an expert in your work, and our union staff are experts in negotiations. Together we work to negotiate the strongest possible contract. In order to win a strong contract, our members need dedicated bargaining team members who are ready to commit their time, effort, and experience. Bargaining team members must be willing to volunteer their time, working with NAPE staff, and must abide by all established rules of conduct.

What is the Time Commitment for the Bargaining Team?

Bargaining team members spend a lot of time over many months, sometimes late into the evening, negotiating, researching, communicating, and mobilizing members. From August-December the commitment is typically 5-10 hours a week. Team members will need to be available to travel to Lincoln for negotiations and meetings, and NAPE will make and pay for travel arrangements in accordance with the NAPE Member Travel Policy. Negotiations are conducted on paid work time.

Bargaining Conference Delegate Nominations

Nominations for the bargaining conference are open between March 1-March 29, 2024. The deadline for nominations to be received is Noon central time on March 29, 2024. Any eligible NAPE member can nominate themselves or another eligible member. Nominations can be submitted online at www.napeafscme.org or by returning the enclosed form in the mail. If submitting a paper nomination form, please note that the form must be received in the NAPE office by Noon on March 29, 2024.

Bargaining Conference Delegate Elections

Delegates will be elected by a plurality of votes and those not elected will become alternate delegates in the order of the number of votes received. Where the number of nominees is equal to the number of delegates to be elected, the nominees will be declared elected without the need for an election. In the event of a tie, the tie will be broken by lot drawing. Ballots will be e-mailed to all NAPE members on April 8, 2024 and must be submitted electronically no later than May 1, 2024. Results will be posted on the NAPE website no later than May 7, 2024. Members who are unable to receive a ballot via email may make arrangements to cast an electronic ballot in person by calling 402-486-3911.