



**NAPE/AFSCME**  
**Nebraska State College System Contract**  
July 1, 2025 - June 30, 2027  
Ratification Summary  
Questions: [help@napeafscme.org](mailto: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, 2025 - June 30, 2027 biennium on December 27, 2024. 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 13 - 7pm central/6pm mountain - [bit.ly/NAPEcolleges](https://bit.ly/NAPEcolleges)

Chadron: Tuesday, January 7 - 11am - Student Center - Scottsbluff Room

Peru: Monday, January 13 - 11am - Student Center - Burr Oak Room

Wayne: Thursday, January 9 - 1:30pm - Conn Library Room 016

Ratification meetings are only open to union members. A non-member is welcome to join the union prior to any ratification meeting, and they will be able to vote immediately at the meeting.

### **Ratification Procedures**

Ballots will be counted on January 14, 2025. All electronic ballots from the virtual meeting must be received no later than 12pm on January 14, 2025. A simple majority of those voting is needed for ratification. If the tentative agreement is ratified, it will take effect on July 1, 2025. 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: Jason Blanford (Chadron), Tyler Foote (Wayne), Kelly Overshiner (Chadron), and Brandon Ziska (Wayne).

NAPE/AFSCME Executive Director Justin Hubly served as Chief Negotiator and was assisted by NAPE/AFSCME Field Representative Chris Morton.

### **Salaries**

The salary schedule created in 2023 with 3 year steps with each step increasing 5% per step remains in effect.

On July 1, 2025 the minimum salary in each classification will be increased by 2.75%, all steps will increase proportionately. Step movement will occur on July 1, 2025.

On July 1, 2026, the minimum salary in each classification will be increased by 2.5%, all steps will increase proportionately. Step movement will occur on July 1, 2026.

See the attached salary schedules.

## **Substantive Changes**

- Section 7.3 - Compensatory Time
  - Employees can elect to be paid for up to 40 hours of compensatory time each year by submitting a request for pay out between May 1-15 each year. Payment will be made on May 31 each year.
- Section 8.1 - Work on Holidays
  - Corrects an issue where employees could miss out on holiday pay when Christmas Eve falls on a weekend or is designated as a holiday. The contract would now read, “Employees who are assigned to work on a Saturday or Sunday on or between December 23 and New Year’s Day will be compensated at the rate of time and one-half.”
- Section 13.1 - Break In Service
  - Changes job abandonment from two days of no call/no show to more than two days of no call/no show. Exceptions remain if the employee is unable to make contact with the employer.
- Section 17.9 - Retirement Programs
  - Retirement programs remain in effect, and spouses are allowed to stay on the health plan if they were on the plan at the time of employee retirement.
  - NSEA no longer requires fees to participate in the program, so that language is eliminated.
- Section 19.8 - Crisis Leave Sharing Program
  - Clarifies current practice that New Parents must have exhausted their own leave before they can get donated leave for parental leave through the sharing program.

## **Housekeeping Changes**

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

- Throughout the agreement, dates will be updated for the current biennium
- Throughout the agreement, updates titles of Vice President for Administration and Finance (from “Business”)
- Section 4.0, vacancies will no longer need to be physically posted on a bulletin board, but still must be posted through the electronic job board.
- Section 11.8, removes the word “tape” from recording and now simply says that meetings can be recorded by agreement.
- Section 19.0, Removes outdated payout language, and clarifies that sick leave that was paid out upon retirement cannot be reinstated if returning to service.

## **Notes**

During this round of contract negotiations, NSCS management came with significant proposals at each bargaining session to either eliminate or restructure the retirement incentive programs contained in Article 17.9. The bargaining team was able to fend off these proposals by accepting the wage agreement above. The negotiations team feels that the raise to the base salary will cover inflationary increases, while maintaining our 5% step increases every three years and early retirement incentives is significantly better than going through the impasse proceeding at the Commission of Industrial Relations, where it is unlikely that we would be able to maintain either the step pay salary schedule or the retirement incentives. The negotiations team recommends voting in favor of ratification, however, it is ultimately up to you to cast your ballot as you see fit.

## Looking Forward

### Continue To Grow Our Union

Our ability to maintain the benefits of our contract is a direct result of the involvement of union members and our record growth. NAPE/AFSCME membership is at an all time high, and is over 3,300 members for the first time ever. We hope to reach another all time high of 4,000 members by the time we negotiate in 2026. 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/membership](http://www.napeafsmce.org/membership)

### 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. Training sessions are offered during a weekend, where members participate in hands-on learning to become a certified steward. The cost of the hotel and training is paid by NAPE/AFSCME. Training is open to all NAPE/AFSCME members. Weekend trainings in 2025 are as follows:

Friday, April 11-Saturday, April 12 - Lincoln

Friday, June 27-Saturday, June 28 - Lincoln

Saturday, September 13-Sunday, September 14 - Scottsbluff

Friday, November 14-Saturday, November 15 - Lincoln

### 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 March 3-14. Elections will be conducted electronically from March 17-31. The 20 members elected will take office at the May 31, 2025 Board of Directors meeting and serve a two year term.

### Get Involved - Be a Delegate (Delegate Assembly is August 15-17, 2025)

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, adopt our strategic plan, legislative platform, 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 8-18. Elections will be conducted electronically from April 21-May 2. 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. 2025 meetings are as follows:

Chadron - 11am - Student Center - March 18, May 19, July 22, September 23, November 18

Peru - 11am - Student Center - March 4, May 6, July 1, September 2, November 4

Wayne - Conn Library 016 - 1:30pm - February 18, April 15, June 17, August 19, October 21