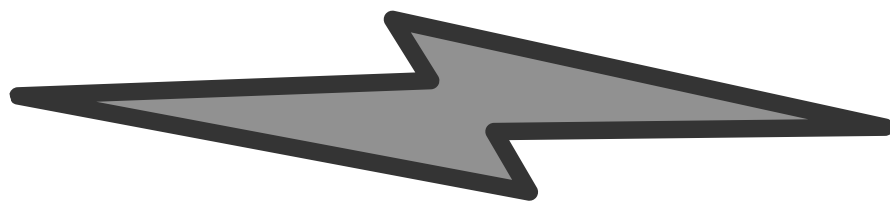


NAPE/AFSCME Local 61



**OUR CONTRACT
YOUR VOTE**



2025-2027

**STATE OF NEBRASKA
CONTRACT
RATIFICATION**

INTRODUCTION



NAPE/AFSCME and the State of Nebraska reached a tentative agreement on a new contract for the July 1, 2025-June 30, 2027 biennium on January 8, 2025. 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 13-23, 2025. A detailed schedule is available at www.napeafscme.org. Ratification meetings are only open to union members. If a non-member chooses to join the union prior to a ratification meeting, they will be able to vote at the meeting.

RATIFICATION PROCEDURES

Ballots will be counted on January 24, 2025. Each bargaining unit ratifies the contract separately. A simple majority of those voting is needed for ratification in each bargaining unit. Members will vote on paper ballots at in-person meetings and by electronic ballot at virtual meetings. If the tentative agreement is ratified, it will take effect on July 1, 2025.

If the tentative agreement 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.

NEGOTIATIONS TEAM



Members of the negotiation team were elected by delegates to the NAPE/AFSCME Bargaining Conference in July 2024. Delegates were elected by NAPE/AFSCME members in March 2024. At the Bargaining Conference delegates elected members to 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)
Brandon Brown - Vice President (Revenue, Lincoln)
Daniel Buchanan - Unit C (DHHS, Beatrice)
Dan DeJong - Unit E (DEE, Lincoln)
Jay Jensen - Unit M (NDOT, Omaha)
Mackenzie Marrow - Unit S (Library Commission, Lincoln)
Tim Miller - Unit M (NDOT, Ravenna)
Carlos Ndirangu - Unit I (Veterans' Affairs, Norfolk)
Ashlie Thompson - Unit C (DHHS, Lincoln)
Justin Hubly - Executive Director (Chief Negotiator)

Bargaining Conference Delegates

Executive Committee

Melissa Haynes - President - DHHS, Fremont (Unit C)
Brian Koch - Vice President - Labor, Beatrice (Unit C)
Ashlie Thompson - Secretary - DHHS, Lincoln (Unit C)
Jay Jensen - Treasurer - NDOT, Omaha (Unit M)
Brandon Brown - Sergeant-at-Arms - Revenue, Lincoln (Unit X)

Bargaining Unit A (Administrative Professional)

Marc Bettis - Labor, Lincoln
Rene Botts - DHHS, Lincoln
Adam Herron - DHHS, Lincoln
Dave Hughes - NE Public Media, Lincoln
Brooke Noordhoek - State Patrol, Lincoln
Anissa Rasmussen - Economic Development, Lincoln

Bargaining Unit C (Counseling and Social Services)

Brian Bierschenk - DHHS, Norfolk
Toni Bonsera - DHHS, Lincoln
Daniel Buchanan - DHHS, Beatrice
Brienne Bushlow - DHHS, Fremont
Paul Farrand - DHHS, Omaha
Cassandra Fisher - Corrections, Omaha
Avery Hulse - DHHS, Lincoln
Rachel Kreifels - DHHS, Lincoln
Kelly Kopetjka - DHHS, Fremont
Teresa Menking - DHHS, Fremont
Samantha Mooney - Corrections, Lincoln
Jamie Novacek - DHHS, Center
Kris Rossman - DHHS, Scottsbluff
Lisa Steiner - DHHS, Lincoln

Bargaining Conference Delegates

Bargaining Unit E (Engineering, Sciences, & Resources)

Dan DeJong - Environment & Energy, Lincoln
Elbert Traylor - Environment & Energy, Lincoln

Bargaining Unit H (Health Care Professional)

No participating delegates

Bargaining Unit I (Health Care Non-Professional)

Gail Mann - DHHS, Beatrice
Carlos Ndirangu - Veterans' Affairs, Norfolk
Lutricia Tackett - DHHS, Beatrice

Bargaining Unit M (Maintenance, Technical, & Trades)

Ruben Adams - NDOT, Grand Island
Ethan Budke - NDOT, North Platte
Lorrie Daubs - NDOT, Omaha
Ruth Herman - DHHS, Beatrice
Tim Miller - NDOT, Ravenna
Vicki Vosler - Game & Parks - Ashland
Delwin "DC" Walter - NDOT, Omaha

Bargaining Unit S (Administrative Support)

Eric Bachenberg - DHHS, Lincoln
Mackenzie Marrow - Library Commission, Lincoln
Sharon Waters - Game & Parks, Lincoln

Bargaining Unit X (Examining, Inspection, & Licensing)

Erika Robles - Revenue, Lincoln
Matthew Vajgrt - DMV, Grand Island

Year 1

On July 1, 2025, minimum salaries will be adjusted upwards by 17% for the following job classifications, plus all employees who had a satisfactory 2024 performance evaluation, or who had a satisfactory probationary evaluation by December 31, 2024, will advance 1 step. (In total a 18%+ salary increase). Those above Step 40 will receive an 18% increase with satisfactory performance.

H77023 - Activity Specialist

I77011 - Activity Aide

I77012 - Activity Assistant

On July 1, 2025, minimum salaries will be adjusted upwards by 13.3% for the following job classification, plus all employees who had a satisfactory 2024 calendar year performance evaluation, or who had a satisfactory probationary evaluation by December 31, 2024, will advance 1 step. (In total a 14.3%+ salary increase). Those above step 40 will see a 14.3% increase with satisfactory performance.

I74110 - Dental Assistant

On July 1, 2025, minimum salaries will be adjusted upwards by 10% for the following job classifications, plus all employees who had a satisfactory 2024 calendar year performance evaluation, or who had a satisfactory probationary evaluation by December 31, 2024, will advance 1 step. (In total a 11%+ salary increase). Those above Step 40 will see a 11% increase with satisfactory performance.

C72311 - Voc Rehab Counselor II

H72551 - Behavioral Health Practitioner I

H72552 - Behavioral Health Practitioner II

H72553 - Behavioral Health Practitioner II

H72554 - Behavioral Health Practitioner IV

M55782 - Hwy Registered Land Surveyor

M56781 - Hwy Land Surveyor

On July 1, 2025, minimum salaries will be adjusted upwards by 9% for the following job classifications, plus all employees who had a satisfactory 2024 calendar year performance evaluation, or who had a satisfactory probationary evaluation by December 31, 2024, will advance 1 step. (In total a 10%+ salary increase). Those above Step 40 will see a 10% increase with satisfactory performance.

- C72250 - Waiver Services Specialist
- C72831 - Developmental Disabilities Service Coordinator
- C72841 - DD Community Coordinator Specialist
- C72860 - Aged and Disabled Waiver Services Specialist
- C73610 - DPI Program Specialist
- C73681 - Child Support Enforcement Worker
- C73682 - Child Support Enforcement Op Specialist
- M65131 - Airport Firefighter Trainee
- M65132 - Airport Firefighter
- M65133 - Airport Firefighter Crew Chief (will be slightly more than 9% for promotion formula)
- M80011 - Food Service Assistant
- M80012 - Food Service Worker

On July 1, 2025, minimum salaries will be adjusted upwards by 6% for the following job classifications, plus all employees who had a satisfactory 2024 calendar year performance evaluation, or who had a satisfactory probationary evaluation by December 31, 2024, will advance 1 step. (In total a 7%+ salary increase). Those above Step 40 will see a 7% increase with satisfactory performance.

- A01014 - Admin Specialist
- A09011 - Administrative Programs Officer I
- A09012 - Administrative Programs Officer II
- M03211 - Office Services Tech
- S01012 - Office Specialist
- S01013 - Admin Technician

On July 1, 2025, minimum salaries will be adjusted upwards by 5% for the following job classifications, plus all employees who had a satisfactory 2024 calendar year performance evaluation, or who had a satisfactory probationary evaluation by December 31, 2024, will advance 1 step. (In total a 6%+ salary increase). Those above Step 40 will see a 6% increase with satisfactory performance.

- A21211 - Fiscal Compliance Analyst
- A21212 - Auditor
- A21213 - Auditor Senior
- A21251 - Revenue Auditor I
- A21252 - Revenue Auditor II
- A21253 - Revenue Auditor III
- A21254 - Revenue Auditor IV
- H73320 - DHHS Program Specialist/RN
- H73580 - DHHS Medicaid Nurse Consultant
- H74230 - Health Program Manager/RN
- H74241 - Health Program Manager I
- H74650 - DHHS Nurse Consultant
- H75014 - Registered Nurse
- H75015 - Administrative Nurse
- H75321 - Clinical Nurse Trainer
- H75513 - Community Health Nurse/Senior
- I75011 - Staff Care Tech I
- I75012 - Staff Care Tech II
- I75013 - Licensed Practical Nurse
- X62426 - Prof & Occup Lic Investigator/RN
- X62461 - Prof & Occup Lic Investigator

FINANCIAL SUMMARY



Year 1

On July 1, 2025, minimum salaries will be adjusted to \$15/hour for the following job classifications, plus all employees who had a satisfactory 2024 calendar year performance evaluation, or who had a satisfactory probationary evaluation by December 31, 2024, will advance 1 step. Those above Step 40 will see an equal percentage increase with satisfactory performance.

- I79510 - Barber/Beautician
- M14358 - Automotive Service Worker - To be reclassified to Mechanic I
- M79112 - Laundry Worker
- M79311 - Vehicle Operator I - To be reclassified to Vehicle Operator II
- M79312 - Vehicle Operator II
- S01011 - Office Technician
- S01130 - DHHS Data Processing Team Leader
- S03331 - Mail/Material Courier - To be reclassified to Mail/Material Specialist
- S05011 - Supply Technician I - To be reclassified to Supply Technician II
- S03333 - Mail/Material Specialist
- S29111 - Revenue Operations Clerk I - To be reclassified to ROC Clerk II
- S41220 - Tourism Aide Guide
- S41350 - Tourism Facility Operator
- S72320 - DPI Social Work Technician

On July 1, 2025, minimum salaries will be adjusted upwards by 2.25% for all job classifications not listed above, plus all employees who had a satisfactory 2024 calendar year performance evaluation, or who had a satisfactory probationary evaluation by December 31, 2024, will advance 1 step. (In total a 3.25%+ salary increase).

Year 2

On July 1, 2026, minimum salaries will be adjusted upwards by 2.25% for all job classifications, plus all employees who had a satisfactory 2024 performance evaluation or who had a satisfactory probationary evaluation by December 31, 2025, will advance 1 step. (In total a 3.25%+ salary increase). Those above Step 40 will see a 3.25% increase with satisfactory performance.

Articles 14.5 and 14.10 - E Bargaining Unit Leave

The E bargaining unit will now earn the same amount of vacation leave and sick leave as the other seven NAPE/AFSCME represented bargaining units. See article 14.5 & 14.10 for details.

Article 14.9 - Catastrophic Illness Donation

Members will now be able to donate sick leave in addition to vacation and comp time through the catastrophic illness donation program. Further, donations will be anonymized and can be made across agencies. Other provisions of the program remain unchanged.

Article 14.29 - Paid Maternity Leave

FMLA eligible mothers who have given birth to a child will be granted six weeks of paid leave. The FMLA eligibility requirement may be waived by the agency head. The maternity leave donation program remains unchanged.

New Article - Multilingual Pay

Employees designated by their agency as “multilingual” will be paid a differential of \$1.75/hour worked. If an employee is not designated as “multilingual” they cannot be required to perform multilingual work.

Article 5.18.1 - Job Abandonment

An employee will be considered to have abandoned their job (resignation not in good standing) after being absent for more than two consecutive days without notifying a supervisor unless such notice is impossible.

Article 7.7.1 - Direct Care Shift Differentials

Employees assigned to work out of class in the listed direct care classifications will earn the differentials while performing out of class work.

Article 9.1 - Filling Vacant Positions

Clarifies the factors that can be used when filling a vacant position:

- Knowledge, experience, and ability
- Job related tests
- Criminal background checks
- Agency/budget/financial considerations
- Veterans preference
- Reference checks
- Past performance over the past three years

OTHER CONTRACT CHANGES



Article 9.6 - Moving allowance

Clarifies that an employee who voluntarily leaves state service within a year after receiving a moving allowance may have to repay the allowance.

Article 27 - Alcohol/Drug Testing

Clarifies that for a reasonable suspicion alcohol test, a blood test is required.

Language clean up

6.7 - Adds an oxford comma regarding union leave to clarify members can take a leave of absence, vacation, or comp time.

10.5 - Removes the word “tape” from “tape recording”

12.13 - Removes outdated language that expired November 8, 2021

17.1 - Removes outdated language that expired November 8, 2021

Youth Counselor I & II were inadvertently reversed in Appendix of the current contract and will be corrected

DHHS - Appendix C

Mandatory Overtime

Members at 24 hour facilities will not be mandated to work overtime after the employee's last scheduled shift prior to scheduled leave or their scheduled regular days off unless the staff/client ratios go below required minimums.

State Patrol - Appendix F

Communications Specialist Shift Differentials

Members in the State Patrol Communications Specialist classification will receive the following shift differentials:

- 2nd and 3rd shift weekdays - \$1.25/hour
- 1st shift Saturday, Sunday, Holidays - \$1.50/hour
- 2nd shift Saturday, Sunday, Holidays - \$1.75/hour
- 3rd shift Saturday, Sunday, Holidays - \$2/hour

Military - Appendix Q

Holiday Leave

Employees who normally work 159 hours or more in three consecutive weeks and who work 24 hour shifts will receive one-fifth of their normal scheduled work week for each paid holiday.

NDOT Appendix D

CDL Pay

Members in the following job classifications who hold a Commercial Driver's License (CDL) and is utilized by the agency to perform CDL functions on a regular basis shall receive a differential of:

- \$1/hour after completing one year of continuous service with NDOT and maintaining a CDL.
- \$2/hour after completing three years of continuous service with NDOT and maintaining a CDL
- \$3/hour after completing five years of continuous service with NDOT and maintaining a CDL

- Automotive/Diesel Mechanic
- Automotive/Diesel Mechanic Lead
- Highway Maintenance Worker Senior
- Highway Maintenance Crew Chief
- Highway Construction Technician I
- Highway Construction Technician II
- Highway Construction Technician III

The agency head may designate other employees in the following classifications to also receive the CDL differential:

- Highway Construction Technician IV
- Electronics Technician
- Electronics Technician Senior
- Electronics Technician Leader
- Maintenance Specialist I
- Maintenance Specialist II
- Highway Materials and Tests Technician I
- Highway Materials and Tests Technician II
- Highway Materials and Tests Technician III
- Engineer

AGENCY SPECIFIC CHANGES



CDL Trainer Pay

Certified CDL Trainers and testers will receive an additional \$3/hour stipend for hours worked performing official CDL training or testing duties.

Shift Differential

Members in the classifications listed below working between the hours of 6pm and 6am will receive a \$2/hour shift differential for all hours worked between 6pm and 6am.

- Automotive/Diesel Mechanic
- Automotive/Diesel Mechanic Lead
- Highway Maintenance Worker
- Highway Maintenance Worker Senior
- Highway Maintenance Crew Chief
- Highway Construction Technician I
- Highway Construction Technician II
- Highway Construction Technician III
- Highway Construction Technician IV
- Electronics Technician
- Electronics Technician Senior
- Electronics Technician Leader
- Electronics Specialist/Aviation Aids
- Electronic Specialist Senior/Aviation Aids
- Highway Traffic Operations Center Operator
- Highway Traffic Operations Center Lead
- Maintenance Specialist I
- Maintenance Specialist II
- Office Technician (assigned to a district)
- Office Specialist (assigned to a district)
- Administrative Technician (assigned to a district)
- Administrative Specialist (assigned to a district)

Good Life, Great Journey Scholarship Program

Participants in the Good Life, Great Journey scholarship program will receive a preference (similar to veterans' preference) when applying for vacant positions.

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 an all time high, and is over 3,300 members for the first time ever. Our goal is to reach 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. The state has armies of managers, lawyers, and lobbyists representing their best interests, and we 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 will be offered 4 times in 2025, and NAPE/AFSCME will cover the costs of hotels and training for interested members. Training is open to all NAPE/AFSCME members. 2025 dates will be shared in February at www.napeafscme.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 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 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. Additionally, a virtual meeting is held each month. Non-members are welcome to attend local area meetings to learn more about NAPE/AFSCME. See our website for a schedule of meetings: napeafscme.org/events

Talk to Your Colleagues - Help Us Grow!

If you have colleagues who aren't union members, be sure to share our successes and our growth with them. We all should be inviting our non-member colleagues to join us and stand together with us. Employees can join our union by visiting www.napeafscme.org or by scanning the QR code below.

