

## LETTER OF AGREEMENT

THIS LETTER OF AGREEMENT is made and entered into between the Nebraska Association of Public Employees Local #61 of the American Federation of State, County, and Municipal Employees ("NAPE/AFSCME") and the State of Nebraska ("State") to amend the 2025-2027 Labor Contract ("Labor Contract") between the parties. This Letter of Agreement is effective upon execution. Except as set forth in this Letter of Agreement, the Labor Contract is unaffected and shall continue in full force and effect in accordance with its terms. If there is conflict between this Letter of Agreement and the Labor Contract, the terms of this Letter of Agreement will prevail.

The following section shall be amended in the Labor Contract as follows:

- 14.19 **Military Leave:** Military leave shall be granted in accordance with applicable federal and state laws, and is limited to 440 hours a year, with no accumulation of unused leave carried over to the following calendar year. Such military leave may be taken in hourly increments. Employees who are members of the National Guard or Reserve shall provide their Unit Training Assembly (drill) schedule to their supervisor as soon as it is available from the Military Unit. Where practicable, the Agency shall allow the employee to flex his/her work schedule to accommodate Unit Training Assembly (drill) schedules.

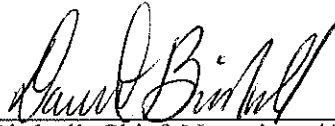
State employees who perform Active Guard and Reserve duty, as defined by 10 U.S.C. §101(d)(6) for 180 or more consecutive days for the purpose of organizing, administering, recruiting, instructing, or training the Reserve Components are ineligible for use of military leave.

An employee on a military order for more than 365 consecutive days is entitled to use military leave in the first year but will not be eligible military leave in subsequent years prior to their return to state employment.

Dated this 16<sup>th</sup> day, of January, 2026



Justin Hubly, Executive Director  
NAPE/AFSCME



Dan Birdsall, Chief Negotiator/Administrator  
DAS-Employee Relations  
State of Nebraska