

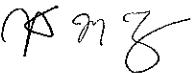
LETTER OF AGREEMENT

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 added to the Labor Contract as follows:

M.2.2 Employees entering a facility that requires body scans must complete the scan as directed before entry unless an exception is granted. Exceptions may be granted due to a medical condition (including pregnancy) or a recommendation of a medical provider related to a medical condition. Exceptions to body scans must be pre-approved. To request an exception, employees must submit a written request and supporting documentation from a medical provider to the designated agency representative. The designated agency representative will make the final determination on the exception request based only on the information submitted in the written request and supporting medical recommendation. Upon approval, the agency will notify the employee in writing and file a copy of the written notice in the employee's personnel file. The facility front entrance staff will be informed of the approved exception, but will not be provided with medical details. Employees with an approved exception must submit to a pat search and pass through a metal detector. Any employee without a pre-approved exception who refuses a body scan shall be denied entry and may be subject to disciplinary action.

Dated this 28th day, of January, 2026


Justin Hubly, Executive Director
NAPE/AFSCME


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