



Dave Heineman
Governor

September 22, 2009

STATE OF NEBRASKA
DEPARTMENT OF ADMINISTRATIVE SERVICES
Carlos Castillo, Jr., Director

MEMORANDUM

TO: Engineering, Science and Resources "E" Bargaining Unit Employees

FROM: William J. Wood, Chief Negotiator *William J. Wood*
Administrative Services, Employee Relations Division

SUBJECT: "E" Bargaining Unit Wage and Benefit Changes

On August 6, 2009, the Commission of Industrial Relations (CIR) issued its decision resolving the impasse between NAPE/AFSCME, Local 61, and the State of Nebraska over the 2009-2011 Labor Contract covering the Engineering, Science, and Resources ("E") Bargaining Unit. Neither party appealed the decision so it became final on September 9, 2009. The changes made by the order are retro-active to July 1, 2009.

The order provided that each classification's wage be adjusted based upon comparability, but that no adjustment exceed 5% either year. A few classifications that were already at comparability do not receive a wage increase. The second year, those classifications that were not brought up completely to comparability the first year, will again receive another comparability increase, capped at 5%. The second year all employees in the "E" Unit, except those already at the maximum, will receive a 1.5% service anniversary date increase. The CIR ordered that no employee's salary be increased above the maximum. Salaries already above the respective maximums will not be reduced.

The CIR decision ordered that effective July 1, 2009, the following benefit changes go into effect for the "E" Bargaining Unit:

1. Injury leave is eliminated;
2. All employees will receive 14 days of sick leave regardless of years of service;
3. The Columbus Day Holiday is eliminated such that these individuals will need to work on Columbus Day or take vacation leave, comp time, or unpaid leave;
4. Over-time will be calculated differently for the "E" Bargaining Unit as only time actually worked on a holiday will be counted in the calculation to determine when over-time starts, and observed holiday time will not figure into the calculation; and
5. Vacation leave accrual rates changed, resulting in less vacation for long-term employees.

The schedule is set out below:

Employee Relations Division • William J. Wood, Administrator

301 Centennial Mall South • P.O. Box 95061 • Lincoln, Nebraska 68509-5061 • Phone (402) 471-4104

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Vacation Leave Provisions

Yrs of Service	NAPE – 8 Barg Units		E – Unit Only		Difference (hrs)
1	96 hrs	12 days	106.7 hrs	13.3 days	+10.7
2	96 hrs	12 days	106.7 hrs	13.3 days	+10.7
3	96 hrs	12 days	106.7 hrs	13.3 days	+10.7
4	96 hrs	12 days	106.7 hrs	13.3 days	+10.7
5	96 hrs	12 days	122 hrs	15.3 days	+26.0
6	120 hrs	15 days	122 hrs	15.3 days	+2.0
7	128 hrs	16 days	122 hrs	15.3 days	-6.0
8	136 hrs	17 days	122 hrs	15.3 days	-14.0
9	144 hrs	18 days	122 hrs	15.3 days	-22.0
10	152 hrs	19 days	144.7 hrs	18.1 days	-7.3
11	160 hrs	20 days	144.7 hrs	18.1 days	-15.3
12	168 hrs	21 days	144.7 hrs	18.1 days	-23.3
13	176 hrs	22 days	144.7 hrs	18.1 days	-31.3
14	184 hrs	23 days	144.7 hrs	18.1 days	-39.3
15	192 hrs	24 days	164 hrs	20.5 days	-26.0
16	200 hrs	25 days	164 hrs	20.5 days	-36.0
17	200 hrs	25 days	164 hrs	20.5 days	-36.0
18	200 hrs	25 days	164 hrs	20.5 days	-36.0
19	200 hrs	25 days	164 hrs	20.5 days	-36.0
20	200 hrs	25 days	170.7 hrs	21.3 days	-29.3
21	200 hrs	25 days	170.7 hrs	21.3 days	-29.3
22	200 hrs	25 days	170.7 hrs	21.3 days	-29.3
23	200 hrs	25 days	170.7 hrs	21.3 days	-29.3
24	200 hrs	25 days	170.7 hrs	21.3 days	-29.3
25+	200 hrs	25 days	172.7 hrs	21.6 days	-27.3

Wages and benefits will be adjusted to the effective date of July 1st. Any additional wages and interest due to employees, will be included in the pay the employee receives on October 7, 2009.

If you have any questions concerning the above portion of the memo call Bill Wood at 471-4106, Gail Brolliar at 471-4104, or Jeannie O'Meara at 471-8292.

WJW:gb

c: Carlos Castillo, Adm. Services Director
 Doni Peterson, Adm. Services Deputy Director