

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) and the State of Nebraska (State) to amend the 2019-2021 Labor Contract (Labor Contract) between the parties.

In recognition that the COVID-19 Administrative Leave and the Families First Coronavirus Relief Act's emergency paid sick leave and expanded family medical leave expire on December 31, 2020, the parties agree to add the following to Article 14:

14.29 COVID-19 Self-Care Supplemental Leave. Employees, other than temporary employees, who have exhausted all available sick leave shall have available up to 80 (eighty) hours of paid time off if employed full-time, or the number of hours equal to the number of hours that such employee works, on average, over a 2 (two) week period if employed part-time, minus any FFCRA Emergency Paid Sick Leave and/or COVID-19 Administrative Leave utilized in calendar year 2020, subject to the following eligibility requirements:

- a) Employee is unable to work or telework and is subject to federal/state/local quarantine or isolation order related to COVID-19;
- b) Employee is unable to work or telework and is advised by a health care provider to self-quarantine due to COVID-19; or
- c) Employee is unable to work or telework and is experiencing symptoms of COVID-19 and is seeking a medical diagnosis.

14.29.1 Request for COVID-19 Self-Care Supplemental Leave. COVID-19 Self-Care Supplemental Leave shall be requested in advance when possible and such requests shall be answered within 2 (two) work days. In the case of any absence not approved in advance, the employee should inform the first level of supervision outside the bargaining unit as soon as possible. In the discretion of the State, an employee may be required to submit substantiating evidence of eligibility and leave may be denied if the employee fails to do so. Except as provided here, eligibility requirements will be interpreted using U.S. Department of Labor guidance on Emergency Paid Sick Leave under the Families First Coronavirus Response Act as such guidance existed on December 22, 2020.

14.29.2 Effective Dates. COVID-19 Self-Care Supplemental Leave may be applied for absences occurring on or after January 1, 2021 due to the qualifying reasons outlined in Article 14.29.

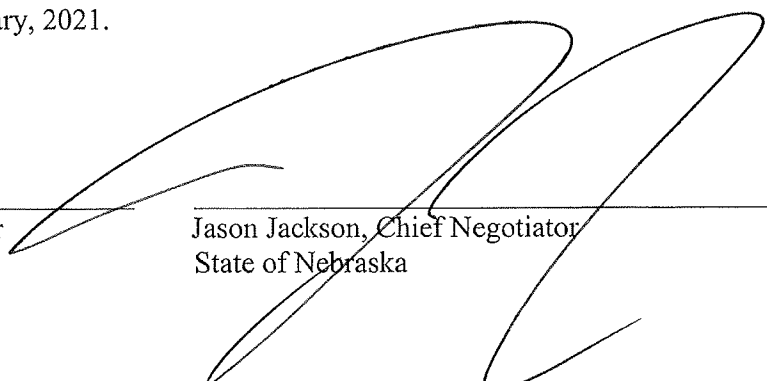
14.29.3 All COVID-19 Self-Care Supplemental Leave shall be forfeited upon separation from employment or on June 30, 2021, whichever occurs sooner. This Self-Care Supplemental Leave shall not be available, in whole or in part, in the event that the federal government

requires by law that, after December 31, 2020, the State must provide leave to employees for COVID-19 related reasons.

Dated this 4th day of January, 2021.



Justin Hubly, Executive Director
NAPE/AFSCME



Jason Jackson, Chief Negotiator
State of Nebraska