

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 2021-2023 Labor Contract (Labor Contract) between the parties. The Labor Contract language outlined and agreed to below shall amend the current Labor Contract sections as specified. This Agreement is effective September 1, 2022 unless otherwise specified. 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 sections shall be amended or added to the Labor Contract as follows:

C.11.17 From September 1, 2022 until June 30, 2023, employees covered by this Labor Contract and who are in one of the below identified classifications shall be eligible for overtime compensation at two times their regular hourly rate. All other provisions of Article 12.5 are applicable.

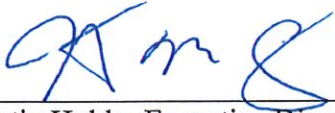
C72172 Social Services Worker

C72173 Social Services Lead Worker

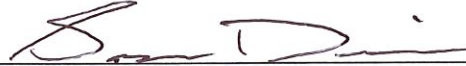
C.11.17.1 From September 1, 2022 until June 30, 2023, employees covered by this Labor Contract and who are in one of the identified classifications in Section C.11.17, and eligible for overtime, shall receive compensation at two times their hourly rate in the form of pay or compensatory time off, at the employee's discretion, for hours worked in excess of forty hours in any work week, except that the Employer maintains the ability to choose to pay cash at any time for overtime compensation obligations. All other provisions of Article 12.8 are applicable.

C.11.17.2 From September 1, 2022 until June 30, 2023, in addition to normal holiday pay, hours worked by an overtime eligible employee who is covered by this Labor Contract and who is in one of the identified classifications in Section C.11.17, on the employee's designated holiday, shall be compensated at two times their normal hourly rate of pay. All hours worked on the employee's designated holiday in excess of an employee's normally scheduled work day shall be compensated at two and one-half (2.5) times the employee's normal hourly rate. (see Section 12.9)

Dated this 10th day of August, 2022.



Justin Hubly, Executive Director
NAPE/AFSCME



Sean Davis, Chief Negotiator/Administrator
DAS – Employee Relations
State of Nebraska