

NEBRASKA

Good Life. Great Service.


DEPT. OF ADMINISTRATIVE SERVICES



Pete Ricketts, Governor

MEMORANDUM

TO: All Code and Non-Code Agency Heads and Personnel Contacts

FROM: Kevin Workman, State Personnel Director
Department of Administrative Services 

SUBJECT: Maternity Leave Donation Program

As a result of the collective bargaining agreements reached during the last round of negotiations, a change has been made to the eligibility guidelines under the Maternity Leave Donation Program for NAPE/AFSCME and FOP Labor Contract covered teammates. Neb. Rev. Stat. § 81-1317 grants the State Personnel Director authority to establish programs and otherwise adjust terms and conditions of employment for teammates not covered by collective bargaining agreements, in order to make such terms and conditions of employment more consistent with those of such covered teammates or otherwise address changes arising out of collective bargaining.

Through this statute, I am exercising my authority to implement the following change for teammates covered by the Classified System Personnel Rules and Regulations:

Maternity Leave Donation Program

This program allows teammates to contribute accrued vacation leave or earned compensatory time to benefit another State teammate in the same agency as a result of being an expectant or new mother of a newborn child. In the most recent NAPE/AFSCME and FOP Labor Contracts language was added to alter one aspect of eligibility related to Family Medical Leave. The language addition allows the requirement to be on approved FMLA in order to participate in the Maternity Leave Donation Program to be waived at the discretion of the agency head and/or designee.

These changes will be effective as of July 1, 2021. Please contact me if you have any questions regarding this information.

Kevin Workman, Director

Department of Administrative Services | STATE PERSONNEL

1526 K Street, Ste. 100
Lincoln, Nebraska 68508

OFFICE 402-471-2075
FAX 402-471-3754

das.nebraska.gov