

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 correct a clerical error in Section 14.5 of the 2019-2021 Labor Contract entered into by the parties. Section 14.5 shall be struck in its entirety and replaced with the following words and figures and shall be effective July 1, 2019:

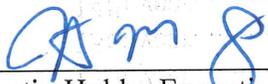
14.5 **Vacation Leave:** Earning of vacation leave by bargaining unit employees begins immediately upon employment. Full-time employees in all bargaining units, except the "E" Bargaining Unit, earn vacation leave according to the following schedule based on their service anniversary date (Employees working part-time schedules shall earn vacation leave on a pro-rated basis):

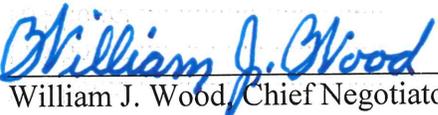
1st year through 5th year	96 hours	12 days
6th year	120 hours	15 days
7th year	128 hours	16 days
8th year	136 hours	17 days
9th year	144 hours	18 days
10th year.....	152 hours	19 days
11th year.....	160 hours	20 days
12th year.....	168 hours	21 days
13th year.....	176 hours	22 days
14th year.....	184 hours	23 days
15th year.....	192 hours	24 days
16th year and more.....	200 hours	25 days

Full-time employees in the "E" Bargaining Unit, earn vacation leave according to the following schedule based on their service anniversary date (Employees working part-time schedules shall earn vacation leave on a pro-rated basis):

1 st year through 4 th year	106.7 hours	13.3 days
5 th year through 9 th year	122 hours	15.3 days
10 th year through 14 th year	144.7 hours	18.1 days
15 th year through 19 th year	164 hours	20.5 days
20 th year through 24 th year	170.7 hours	21.3 days
25 th year +	172.7 hours	21.6 days

See Section 14.15 for accrual rates for employees returning to work after a break of service of less than five calendar years.


06/10/19
 Justin Hubly, Executive Director Date
 NAPE


6/7/19
 William J. Wood, Chief Negotiator Date
 Administrative Services, Employee Relations
 State of Nebraska