

March 7, 2019

The Honorable Pete Ricketts
Governor, State of Nebraska
Office of the Governor
P.O. Box 94848
Lincoln, NE 68509-4848

Dear Governor Ricketts:

Section 81-1384 of the Nebraska State Employees Collective Bargaining Act requires the Board of Regents of the University of Nebraska (the "Board"), through its designated negotiator, to report to the Legislature and the Governor on the status of collective bargaining negotiations. Although notification may have been provided informally, the purpose of this letter and the enclosed reports is to provide formal notification of the results of our most recent collective bargaining negotiations.

The University of Nebraska at Omaha Chapter of the American Association of University Professors (UNO/AAUP) is the collective bargaining representative for full-time faculty at the University of Nebraska at Omaha. The University of Nebraska at Kearney Education Association (UNKEA) is the collective bargaining representative for full-time faculty at the University of Nebraska at Kearney. The Board has negotiated with the UNO/AAUP and the UNKEA, respectively, within the timeframes established by the Nebraska State Employees Collective Bargaining Act for an agreement covering the 2019-2021 biennium. Enclosed are separate reports regarding the Board's negotiations with the UNO/AAUP and the UNKEA which have resulted in approved and ratified collective bargaining agreements.

I will provide further information regarding the negotiation process if you have questions.

Sincerely,



Bruce A. Currin
Chief Negotiator Board of Regents of the University of Nebraska and Associate Vice President, Human Resources, University of Nebraska

**Report on the Status of Negotiations Between the
Board of Regents of the University of Nebraska and
the University of Nebraska at Kearney Education Association**

March 7, 2019


The Board of Regents of the University of Nebraska (the "Board") and the University of Nebraska at Kearney Education Association (UNKEA), began negotiations for a collective bargaining agreement covering the 2019-2021 biennium on September 10, 2018. Collective bargaining ended on January 7, 2019 with a voluntary agreement (the "Agreement") obtained with the assistance of a mediator supplied by the Federal Mediation and Conciliation Service.

The Board received notice the Agreement was ratified by the UNKEA membership on or about February 3, 2019. The Board approved the terms of the Agreement, subject to ratification, on January 25, 2019.

Significant terms and conditions of the completed Agreement between the Board and UNKEA include:

- Wages
 - 2019-2020 Overall Salary Increase of 2% distributed as follows:
 - 2019-2020 Increase for Satisfactory Performance: 1.30% of Aggregate Faculty Base Salary.
 - 2019-2020 Promotion Increases and Annual Promotion Floor payments in the estimated amount of \$200,000.
 - 2020-2021 Overall Salary Increase of 2% distributed as follows:
 - 2020-2021 Increase for Satisfactory Performance: 1.30% of Aggregate Faculty Base Salary.
 - 2020-2021 Promotion Increases and Annual Promotion Floor payments in the estimated amount of \$200,000.
 - Summer Compensation for 2020 and 2021 summers: decreased from 3.33% to 3.00% of Base Salary per Credit Hour
- Other Changes
 - Language change regarding procedures for Family Medical Leave to enhance confidentiality of medical records

Submitted by:



Bruce Currin

Chief Negotiator, Board of Regents of the University of Nebraska and Associate Vice President, Human Resources, University of Nebraska

**Report on the Status of Negotiations Between the
Board of Regents of the University of Nebraska and
the University of Nebraska at Omaha Chapter of the American Association
of University Professors**

March 7, 2019

The Board of Regents of the University of Nebraska (the "Board") and the University of Nebraska at Omaha Chapter of the American Association of University Professors (the "UNO AAUP"), began negotiations for a collective bargaining agreement covering the 2019-2021 biennium on September 5, 2018. Collective bargaining ended on or about January 2, 2019 with a voluntary agreement (the Agreement").

The Board received notice the Agreement was ratified by the UNO AAUP membership on or about February 16, 2019. The Board approved the terms of the Agreement, subject to ratification, on January 25, 2019.

Significant terms and conditions of the completed Agreement between the Board and UNO AAUP include:

- Wages
 - 2019-2020 Salary Increase Pool: 2.00% (less 2019-2020 Promotion Increases)
 - 2020-2021 Salary Increase Pool: 2.00% (less 2020-2021 Promotion Increases)
- Other Changes
 - Language change regarding procedures for Disability Leave to enhance confidentiality of medical records
 - Language change allowing UNO/AAUP members to appeal a Dean's salary increase decision to the Senior Vice Chancellor
 - Language change allowing certain notices to be transmitted via email.
 - Clarification on the timing of eligibility for faculty development leaves based on years of service.

Submitted by:



Bruce Currin

Chief Negotiator, Board of Regents of the University of Nebraska and Associate Vice President, Human Resources, University of Nebraska