



March 16, 2023

ELECTRONIC SUBMISSION

Mr. Brandon Metzler
Clerk of the Legislature
Room 2028
State Capitol
P.O. Box 94604
Lincoln, NE 68509-4604

Dear Mr. Metzler:

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 Nebraska Legislature and the Governor on the status of collective bargaining negotiations. 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 Professions (UNO/AAUP) is the collective bargaining representative for full-time faculty at the University of Nebraska at Omaha; and 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 2023-2025 biennium. Enclosed are separate reports regarding the Board’s negotiations with the UNO/AAUP and the UNKEA which have resulted in ratified collective bargaining agreements.

Sincerely,

/s/ John C. Hewitt

John C. Hewitt
Chief Negotiator

**Report on the Status of 2023-2025 Biennium Negotiations Between the
Board of Regents of the University of Nebraska and
the University of Nebraska at Kearney Education Association**

March 16, 2023

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 2023-2025 biennium on August 30, 2022. Collective bargaining ended on January 4, 2023 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 January 28, 2023. The Board approved the terms of the Agreement on February 10, 2023.

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

- Wages
 - 2023-2024 Overall Salary Increase of 3.0% distributed as follows:
 - 2023-2024 Increase for Satisfactory Performance: 2.25% of Aggregate Faculty Base Salary.
 - 2023-2024 Promotion Increases and Annual Promotion Floor payments in the estimated amount of \$184,000.
 - 2024-2025 Overall Salary Increase of 3.0% distributed as follows:
 - 2024-2025 Increase for Satisfactory Performance: 2.25% of Aggregate Faculty Base Salary.
 - 2024-2025 Promotion Increases and Annual Promotion Floor payments in the estimated amount of \$184,000.
- Other Changes
 - Modifications to Parental and Disability Leave Policies.
 - Modifications to Reduction-in-Force Provisions.
 - Adjustments to the Academic Year.

Submitted by:

John C. Hewitt
Chief Negotiator, Board of Regents of the University of Nebraska

Report on the Status of 2023-2025 Biennium 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 16, 2023

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 2023-2025 biennium on August 31, 2022. Collective bargaining ended on or about January 5, 2023 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 UNO AAUP membership on or about February 15, 2023.

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

- Wages
 - 2023-2024 Total Salary Increase Pool: 3.0%.
 - 2024-2025 Total Salary Increase Pool: 3.0%.
- Other Changes
 - Revise procedures concerning administrative leave.
 - Modify Parental Leave Policy
 - Adjustments to the Academic Year

Submitted by:

John Hewitt
Chief Negotiator, Board of Regents of the University of Nebraska