



March 17, 2025

ELECTRONIC SUBMISSION

Mr. Brandon Metzler
Clerk of the Legislature
Room 2018
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. 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 2025-2027 biennium. Enclosed are separate reports regarding the Board’s negotiations with the UNO/AAUP and the UNKEA.

Sincerely,

/s/ John C. Hewitt

John C. Hewitt
Chief Negotiator

**Report on the Status of 2025-2027 Biennium Negotiations Between the
Board of Regents of the University of Nebraska and
the University of Nebraska at Kearney Education Association**

March 17, 2025

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 2025-2027 biennium on September 11, 2024. Collective bargaining ended on January 7, 2025, 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 on February 4, 2025, that the Agreement was ratified by the UNKEA membership. Significant terms and conditions of the completed Agreement between the Board and UNKEA include:

- Wages
 - 2025-2026 Overall Salary Increase of 4.0% distributed as follows:
 - 2025-2026 Increase for Satisfactory Performance: 3.20% of Aggregate Faculty Base Salary; and
 - 2025-2026 Promotion Increase and Annual Promotion Floor payments in the estimated amount of \$184,000.
 - Increases of \$500 to existing amounts provided to Unit Faculty Members when promoted from one faculty rank to another effective for the 2025-2026 Contract Year.
 - 2026-2027 Overall Salary Increase of 3.0% distributed as follows:
 - 2026-2027 Increase for Satisfactory Performance: 2.20% of Aggregate Faculty Base Salary; and
 - 2026-2027 Promotion Increases and Annual Promotion Floor payments in the estimated amount of \$184,000.
- Other Changes
 - Modifications to Grievance Procedures.

Submitted by:

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

Report on the Status of 2025-2027 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 17, 2025

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 2025-2027 biennium on September 9, 2024. Collective bargaining ended on or about January 30, 2025, with a voluntary agreement (the “Agreement”) obtained after resort to the Nebraska Commission of Industrial Relations with the filing of a Joint Submission of Unresolved Issues Under Neb. Rev. Stat. §81-1382 on January 15, 2025.

The Board received notice the Agreement was ratified by the UNO AAUP membership on or about February 6, 2025.

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

- Wages
 - 2025-2026 Total Salary Increase Pool: An amount representing an increase of 4.9% over the relevant Aggregate Faculty Base Salary.
 - 2026-2027 Total Salary Increase Pool: An amount representing an increase of 4.8% over the relevant Aggregate Faculty Base Salary.
 - Increases of between \$500 to \$1,250 to existing amounts provided to Unit Faculty Members when promoted from one faculty rank to another effective for the 2025-2026 Contract Year.

Submitted by:

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