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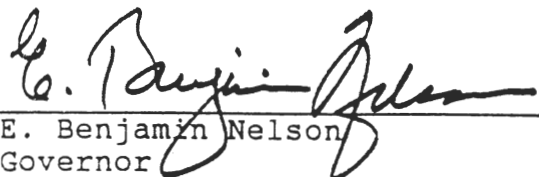
EXECUTIVE ORDER 95-8

NEBRASKA STATE GOVERNMENT RE-EMPLOYMENT PROGRAM

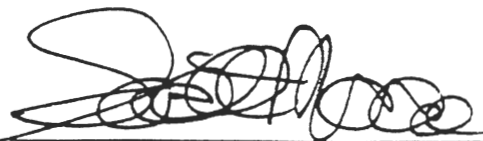
- 1.0 Establishment. The Governor of the State of Nebraska through Executive Order 95-8 hereby establishes the Nebraska State Government Re-employment Program (hereafter the "Program").
- 2.0 Purpose. The purpose of the Program is to provide a re-employment process for Nebraska State Employees who may be affected by a reduction in force.
- 3.0 Scope. The program will apply to all permanent state employees in the Classified Personnel System who have been affected by a reduction in force on or after April 14, 1995. The applicable provisions of all Collective Bargaining Agreements will be followed in conjunction with the Program.
  - 3.1 Non-Code and Constitutional agencies are being asked to participate fully in this program on a voluntary basis by filling positions in their agencies with employees who may be affected by a reduction in force.
- 4.0 Charge. All code agencies will assure that priority consideration be given to state employees who may be affected by a reduction in force before outside applicants are considered for filling vacancies. Priority consideration shall mean offering employment to those employees who may be affected by a reduction in force, and who meet or exceed the minimum qualifications, for those positions for which they have applied. Exceptions to this directive shall include internal promotions or a management decision not to fill the position due to the F.T.E. Freeze. All employees who may be affected by a reduction in force will be provided with fair and equal opportunities for re-employment regardless of their former employment status, supervisory or non-supervisory, race, color, religion, sex, age, national origin, marital status, mental or physical disability.

- 4.1 The names of all employees who are covered by the Program will be placed in a lay-off pool. A list of open jobs will be made available to individuals in the lay-off pool. Employees refusing to accept a vacant position within excess of fifty miles of their original work site shall be retained in the Program. Employees accepting employment through the Program shall not be required to serve an original probationary period unless this probationary period was not completed prior to lay-off.
- 5.0 Powers. The Director of the DAS - State Personnel Division through the Director of the Department of Administrative Services, shall be responsible for the administration of the Program.
- 6.0 Location. The Program shall be operated from the Nebraska State Office Building, DAS - State Personnel Division, Recruitment Unit in Lincoln, Nebraska.
- 7.0 Administrative Support. The DAS - State Personnel Division Recruitment Unit under the direction of the State Personnel Director shall provide the coordination and administrative support for the Program.
- 8.0 Technical Support. The DAS - Employee Relations Division will provide technical support and coordinate with the applicable Labor Unions.
- 9.0 Sunset. The Nebraska State Government Re-employment Program shall sunset on January 1, 1999.

IN WITNESS WHEREOF, I have hereunto set my hand, and caused the Great Seal of Nebraska to be affixed this 5th day of July, in the year of our Lord one thousand nine hundred and ninety-five.

  
E. Benjamin Nelson  
Governor

ATTEST:



Scott Moore  
Secretary of State

