

1 STATE OF NEVADA

2 EMPLOYEE-MANAGEMENT COMMITTEE

3 MEETING TRANSCRIPT

4 NOVEMBER 4, 2021

5
6 PARKER: I mean, I figured that's what you were
7 supposed to do, right? That's what you were going, I -- I --
8 I guess. Oh yeah. Don't get the bar.

9 DAVIES: I hit the bar time. I go --

10 PARKER: You know, people start saying, are you
11 guys gonna take a picture? Aw, you are aligned in your
12 thinking, right? No, what I told her was, get outta my head.
13 That's a dangerous place to be. This.

14 RUSSELL: Okay. Hi, I'm Terry. Department of
15 Taxation.

16 UNIDENTIFIED FEMALE: Okay. Yes. How do you
17 like the office? Um, I like it. I think it's interesting.
18 It's different though, because of being on the committee, but
19 then also having to present to the committee at times. Like
20 last meeting, I was like, yeah, hey, how are you guys? Right?
21 But then like, event, they may go, but like, well, what
22 ruling, if it's, if they're gonna take it. That's just who I
23 am. So I was just, I have to go over. So I actually think
24 it's, and it's nice. I didn't expect to, there's other
25 agencies. It's only if it goes that it's number two. Yes.

1 That's all I'm actually thinking. So I thought probably today
2 control that. Oh yeah. They'd have to mute. There's volume.
3 Oh, there's your volume. I know you said that a few times. I
4 wouldn't even say. That last meeting I attended I got the
5 opportunity to sit there.

6 DAVIES: All right. We have 9:01, um, I'm missing
7 my notes. Let me just go see if I can grab them. We'll call
8 the order when I get right back.

9 PARKER: Do we need a DAG? His notes for his
10 notes. It's gonna be a little bit late accident. I'm like
11 writing all my notes and then I was like, where's all my
12 stuff? Where, why didn't it print? And I'm in, uh, that's
13 two. Well, I moved out of the office. I was in to make room
14 for the new position that I ultimately got moved into that
15 office furniture.

16 DAVIES: I shared my notes so we could make copies
17 of them. I don't have my notes. So, uh, we'll proceed.
18 Where we get the DAG is, uh, currently engaged in the full and
19 uncontrolled joy of Nevada traffic.

20 PARKER: Oh.

21 DAVIES: It was a wreck. And Las Vegas is being
22 its best. Um, so if you're Okay, Jennifer, as, uh, member of
23 the board, I'm gonna call the order and continue with no DAG
24 seeing as how, I don't feel that we need the DAG at this
25 point. I'm seeing a nod. Thank you, ma'am. So I have 9:02.

1 I'll call this meeting to order. Thank you. So the -- I
2 forgot my script because it's also in my notes. Sorry. This,
3 I'm gonna free -- free wing it. So this is the, uh, Emergency
4 Employee Management Committee meeting for Thursday, November
5 the 4th, 2021. We are here at the Grant Sawyer building. Um,
6 in the event of an emergency, we will exit that door there,
7 bail out that door there, make a headcount, make sure we all
8 got out in one piece and that we're safe. Jennifer, would you
9 care to give or would you have whoever's available to give,
10 uh, emergency evacuation instructions for a player? Please.

11 BAUER: Thanks, Mr. Chair. I'm sure that Nora
12 Johnson, acting coordinator would be happy to do so.

13 JOHNSON: Yes. In the event, Nora Johnson, for the
14 record, in the event of an emergency, we'll go out these doors
15 and depending on which direction the emergency is, we will go
16 out the front doors of the NSLA building and meet in the
17 grass. Or we will go out the back and meet in the courtyard
18 by the legislature.

19 DAVIES: Thank you. Uh, I wanna do a quick round
20 of introductions of the board. Um, I'm Gwyn Davies. I work
21 for the departmental vehicles. I'm serving as the chairperson
22 today.

23 RUSSELL: Teresa Russell University, Nevada Las
24 Vegas.

25 LEATHERS: Christina Leathers, Nevada Department of

1 Corrections.

2 BAUER: Jennifer Bauer, State Public Charter
3 School Authority.

4 JOHNSON: Nora Johnson, Division of Human Resource
5 Management.

6 DAVIES: Thank you. Um, introduction, safety. Uh,
7 I will, uh, open for public comment. A note, uh, no vote or
8 action may be taken upon any matter raised during public
9 comment until the matter itself has been specifically included
10 on an agenda as an item upon which action may be taken.

11 Comments will be limited to five minutes per person. And
12 persons making comments will be asked to begin by stating
13 their name for the record, public comment is open. We have
14 nobody down here making public comment update.

15 BAUER: It appears not. Mr. Chair.

16 DAVIES: Thank you. Then I will close public
17 comment at this time. Uh, apparently I did this in the wrong
18 order. I should have read it. Committee introductions. So
19 over your updates.

20 BAUER: That's all right.

21 DAVIES: Um, and he survived Las Vegas traffic.

22 WEISS: He did. I'm here.

23 DAVIES: Um, first up, uh, first item on the menu,
24 uh, on the agenda is the adoption of the agenda.

25 RUSSELL: Teresa Russell, for the record, I move

1 that we adopt the agenda.

2 DAVIES: Thank you.

3 LEATHERS: Uh, Christina Leathers. Second.

4 DAVIES: Uh -- uh, any discussion on the agenda, or
5 I have a motion. Any discussion on the motion to adopt the
6 agenda? Hearing no discussion I'll move the vote. Aye.

7 MULTIPLE: Aye.

8 DAVIES: Nays. Motion carried unanimously. Thank
9 you. Uh, next item on the agenda is approval of the minutes
10 from July 8, 2021.

11 LEATHERS: Christina Leathers for the record, I have,
12 uh, motion for approval.

13 RUSSELL: Teresa Russell for the record. I'll
14 second.

15 DAVIES: Thank you. Uh, any discussion? Hearing
16 none. Move the vote. Aye.

17 MULTIPLE: Aye.

18 DAVIES: Nays? Motion carries unanimously. Thank
19 you. Second item is approval of the minutes from July 22nd.
20 Uh, do I have a motion?

21 RUSSELL: Teresa Russell for the record. I move
22 that we approve the minutes.

23 LEATHERS: Christina Leathers. Second.

24 DAVIES: I have a first and a second. Any discussion?
25 Hearing none. Move the vote. Aye.

1 MULTIPLE: Aye.

2 DAVIES: Nay. Motion carries unanimously. Thank
3 you. All right. Next item is, uh, discussion and possible
4 action related to grievance number 8132. Dana Thomas,
5 Department of Public Safety. Uh, I'm working off my notes
6 because I -- off my personal note memory notes because I did
7 not get the se -- ah, same of the day. You -- do you have set
8 you need to set the state this. Okay. Um, I -- I think this
9 one might need a hearing. Uh, the person was given a letter
10 of reprimand and, uh, so I'm gonna throw out that.

11 LEATHERS: Hi Christina Leathers for the record. I
12 actually read through, and I agree that this should go to
13 hearing. It's, you know, let's, uh, I believe it's a -- they
14 should agree to disagree in this situation, but I think that
15 this is an opportunity for the employee and the employer to
16 explain the situation.

17 RUSSELL: Teresa Russell, for the record, I also
18 agree.

19 DAVIES: Ms. Jennifer.

20 BAUER: Thank you Mr. Chair. Jennifer Bauer for
21 the record, um, this is not a hearing. This is just, uh,
22 contemplation of whether we should answer without a hearing or
23 move this grievance to a hearing. Typically, the EMC doesn't
24 have a precedent or reason to answer a grievance about
25 disciplinary action issued based on precedent. So, um, I

1 agree with my committee members where this is, uh, written
2 reprimand that's being grieved. If you should go to hearing.

3 DAVIES: Well then, uh --

4 RUSSELL: Teresa Russell for the record.

5 DAVIES: Yes, ma'am.

6 RUSSELL: I move it. I make a motion that we move
7 grievance 8132 forward for hearing set on a later date for an
8 agenda.

9 DAVIES: Thank you. I have a second for that.

10 LEATHERS: Christina Leathers. I'll second.

11 DAVIES: Thank you. Uh, believe we've kind of put
12 the horse before the heart. We had discussion, but I'll open
13 up one set of discussion. Hearing none, I'll move to vote.
14 Aye.

15 MULTIPLE: Aye.

16 DAVIES: Well that carried unanimously. Thank you.
17 I guess I'll ask for nays. Okay. I'm learning to be left-
18 handed.

19 BAUER: Okay. I'm left-handed. Is there's
20 something wrong?

21 DAVIES: No, there is something wrong with that.

22 WEISS: Non-dominant can be a challenge.

23 DAVIES: Yes. Uh, next item for discussion is
24 discussion. Possible action related to grievance 7956
25 (inaudible), Department of Taxation.

1 RUSSELL: Did -- did your page two print? My page
2 two was blank. Of this grievance?

3 DAVIES: Oh. Of the grievance?

4 LEATHERS: Yeah. Sure.

5 RUSSELL: Okay.

6 LEATHERS: Yep.

7 LEATHERS: Did you wanna look at it for a second?

8 RUSSELL: No. Um, I -- I kind of have a gist of the

9 --

10 DAVIES: Yeah, there's --

11 RUSSELL: I think I do.

12 DAVIES: It was hard to get a gist on this because
13 I couldn't try to figure out.

14 LEATHERS: Yeah. Um, Christina Leather, for the
15 record, I -- I was struggling to understand it from this. It
16 appears the employee was assigned a task. She wasn't sure
17 about the task.

18 DAVIES: Yes.

19 LEATHERS: And then based on some of the responses,
20 it appears she may have asked for a reorg or a change in
21 supervision.

22 DAVIES: Yeah.

23 LEATHERS: But it doesn't really address that. You
24 were told to do a task, but it also doesn't look like she got
25 any kind of corrective action. So I don't even know what it

1 is. We would be --

2 DAVIES: Thank you.

3 LEATHERS: -- hearing to decide.

4 DAVIES: I -- I couldn't quite see what the
5 grievance was.

6 LEATHERS: And maybe it's just a lack of
7 understanding.

8 DAVIES: Well, I -- I -- I think it's a
9 communication issue. She attempted to reorganize the whole
10 department to fix the communication issue. But, um, I -- I --
11 we all agree that to -- to -- for it to be a grievance, that
12 has to be harm. Right. So, Ms. Jennifer, your thoughts.

13 BAUER: Thank you, Mr. Chair. Jennifer Bauer for
14 the record, you are correct. Um, the definition of a
15 grievance means that the employee must have suffered an
16 injustice between the employee and the employer. Um, I don't
17 see that the substance of this grievance rises to the level of
18 an injustice. Uh, I think the employee just disagrees with
19 the communication and the leadership style. And the employee
20 has requested a chain of command change, which we do not have
21 jurisdiction to, um, recite upon or to -- to direct. So I
22 think that we should answer this grievance without a hearing
23 and, um, explain that we do not have jurisdiction and that
24 there, um, appears not to have been an injustice. Or more
25 simply, we could just answer without a hearing based on lack

1 of jurisdiction of jurisdiction.

2 DAVIES: Um, lack of jurisdiction on the grounds
3 that she's asking us to reorganize her management structure.
4 Is that what you're saying, ma'am?

5 BAUER: Yeah. So -- so we want, we could cite the
6 -- the standard NS284.020 subsection two, where, um, nothing
7 in the State Personnel Act shall, um, restrict an employee's
8 or an employer's ability to run its agency as it see fit.

9 DAVIES: I -- I -- I like where you're going. I --
10 and I agree with where you're going.

11 LEATHERS: I agree.

12 DAVIES: So, um, Teresa, you're the only one who
13 hasn't spoken up yet. Ma'am.

14 RUSSELL: Teresa Russell, for the record, I am in
15 agreement that we cannot mandate or change the agency
16 structure. How having both parties here to get their sides on
17 this might be beneficial to the grievant. We are not limited
18 to just the proposed resolution.

19 BAUER: What is the proposed resolution?

20 DAVIES: Well, the proposed resolution was
21 confusing as all help. 'Cause it spoke about assembly bills,
22 which should now either been dropped or --

23 RUSSELL: Passed.

24 DAVIES: -- or passed into law. Yes. And
25 obviously we have no grounds.

1 RUSSELL: Well, here it is. The -- the therefore I
2 request that my chain of command is changed to report to a
3 different deputy.

4 DAVIES: Oh, the very last sentence. Once you get
5 past all the -- the shimmer.

6 RUSSELL: I'm so sorry.

7 DAVIES: No, it's, well, we can't do anything about
8 that. I -- yeah, we have no jurisdiction to do that. I like
9 to give everyone a venue to get their laundry out, but, uh, I
10 can't see that we could, it's not within our wheelhouse.

11 LEATHERS: Now, Christina Leathers for the record. I
12 -- I will say, you know, Teresa, you asked me a question this
13 morning about being on the committee, and I would say, um,
14 I've sat in many of EMC where, um, the end result was not in
15 the favor of the agreement. However, the question was, do you
16 feel like you've been heard? And, um, to have something like
17 this come to hearing, if we already know that we don't have
18 jurisdiction, puts a lot of burden on the employee and the
19 employer because they have to put together the packets and all
20 of that. So my recommendation would be that we just say that
21 we locked the jurisdiction and don't move forward to hearing.

22 DAVIES: Teresa. I'm -- it -- it's just, it comes
23 down to me with therefore request that the mic chain of
24 command is changed.

25 LEATHERS: Mm-hm. And going back to the --

1 DAVIES: And -- and --

2 LEATHERS: You said NAC member Bauer or NRA, what was
3 it? Can you say it again?

4 BAUER: Nevada Revised Statutes 284.020.
5 Subsection 2.

6 DAVIES: Uh, subsection two.

7 LEATHERS: Okay.

8 DAVIES: So the definition of a grievance.

9 BAUER: Okay. Do you need me to pull the -- the
10 statute of the regulation that defines a grievance?

11 LEATHERS: No, I just wanted to write down what you
12 said because you said it so fast.

13 BAUER: Oh, sorry. Been in my head for a few
14 years.

15 DAVIES: This was done during the heat of -

16 LEATHERS: Legislation. Yeah.

17 DAVIES: Legislation when everybody was on stress.

18 I got a feeling by the time we hear it --

19 LEATHERS: It -- it -- it --

20 DAVIES: I don't think we should hear it because it
21 pertains to stuff that we have no jurisdiction over. And I
22 don't see that there is, well, I don't -- I don't think
23 jurisdiction's an issue. I just don't think it -- this person
24 is asking to change their chain of command, which is a
25 personnel issue. Not that they were done harm. And

1 therefore, if there -- if this person has a bullying concern,
2 then they need to go again. Not to us, but to personnel.
3 Right.

4 JOHNSON: Personnel or EEO one or the other.

5 DAVIES: Yeah. Um, and seeing as how they issued
6 bullying, I think maybe we can recommend that they refer to
7 their complaint to the EEO at the same time.

8 JOHNSON: Mm-hm.

9 DAVIES: Um, all right.

10 LEATHERS: Uh, Christina Leathers for the record.
11 Um, I move to respond to grievance 7956 that the EMC lacks
12 jurisdiction on the basis of NS 284.020. Subsection two is,
13 this does not meet the definition of agreements, or I just
14 cross a whole bunch of --

15 DAVIES: No -- no. Um, I would propose a friendly
16 amendment that this grievance, uh, be directed to the EOC for
17 their --

18 LEATHERS: Oh yes.

19 DAVIES: For their concerns regarding bullying.

20 LEATHERS: Agreed.

21 DAVIES: Friendly, mo -- friendly --

22 LEATHERS: Friendly motion accepted.

23 DAVIES: Friendly, then with a motion accepted.

24 Yes. Okay.

25 BAUER: Mr. Chair, may I offer another friendly

1 amendment?

2 DAVIES: You may, ma'am. It's not to me to accept
3 it.

4 BAUER: I think the motion needs to include
5 whether we're gonna answer this grievance without a hearing or
6 not.

7 LEATHERS: Oh, thank you.

8 BAUER: All right. Try again.

9 DAVIES: Nice piece of housekeeping. Thank you.
10 And we're not -- we're gonna answer it without a hearing. So
11 do you wanna redo?

12 BAUER: Yeah.

13 DAVIES: You -- you're, I see your pens at work.

14 BAUER: And since we're on the topic of --

15 DAVIES: Okay.

16 BAUER: -- friendly amendments, if I may, Mr.

17 Chair J -- this is Jennifer.

18 DAVIES: Yes ma'am. Recognize me.

19 BAUER: Thank you. Um, uh, I don't necessarily
20 know that the federal EEOC is the right venue for a bullying
21 allegation. So I would not be in support of actually
22 directing the employee in that venue. Um, I mean, if we -- if
23 we're concerned about the allegations, which I don't think are
24 substantive or, um, appear to violate any of the protected
25 statutes or regulations, um, if we're still concerned, then we

1 can just put in a general statement that says, there may be
2 other venues the employee may pursue or something like that.
3 But I -- I don't think it does a service to the employee for
4 us to direct the employee to a venue that's not appropriate.

5 DAVIES: So -- okay. So you don't think they're,
6 uh, you we don't need to tell them to go down the road. That
7 won't be successful for them.

8 BAUER: Correct.

9 DAVIES: Uh, I have a motion in front of us, so we
10 need to deal with that. Should we just move to vote, kill
11 that, and then --

12 BAUER: Yes.

13 DAVIES: -- I'll take a second motion.

14 RUSSELL: Well, we have -- I haven't heard a second,
15 so.

16 DAVIES: Oh.

17 RUSSELL: It's already dead.

18 DAVIES: It's already dead. You will say. Thank
19 you. Thank you, Teresa.

20 BAUER: Mr. Chair, this is Jennifer.

21 DAVIES: Yes, ma'am. Thank you. Ms. Jennifer I
22 recognize you.

23 BAUER: I move to answer grievance number 7956
24 without a hearing based on lack of jurisdiction pursuant to
25 NRS 284.020. Subsection two.

1 LEATHERS: Member Leathers. Second.

2 DAVIES: I have a motion and a second last chance
3 for discussion. Any discussion? Hearing none I move to vote.
4 Ayes.

5 MULTIPLE: Aye.

6 DAVIES: Aye. Nays?

7 UNIDENTIFIED FEMALE: Nay.

8 DAVIES: Motion carries. Thank you. Oh, thank
9 you. Next item for discussion is, and possible action is
10 grievance 8001. Brent Slope, Department of Transportation.

11 LEATHERS: Uh, member Leathers chair.

12 DAVIES: Yes, ma'am.

13 LEATHERS: Um, as this is, uh, we've had similar
14 grievances, um, I believe two hearings ago where the, um, the
15 committee decided that as this is a Governor's mandate, it's
16 outside of the EMC's jurisdiction. And I think we could
17 answer this, um, based on previous, uh, decisions. 'Cause it
18 doesn't fall within the --

19 DAVIES: It does not fall within there.

20 LEATHERS: Unless the Governor gives us permission
21 to, and I don't think that that's --

22 DAVIES: He's also gonna send that position that,
23 that permission down with a big fat promotion and, uh, a weak
24 --

25 LEATHERS: To the street.

1 DAVIES: A weaky Cancun for all of us. Yes. No,
2 the, uh, the offices of the state hold onto their power.

3 LEATHERS: Mm-hm.

4 BAUER: Um, Mr. Chair, this is Jennifer.

5 DAVIES: Recognize chair, uh, recognize Ms. Bauer.
6 Sorry. Losing my mind.

7 BAUER: Thank you. Jennifer Bauer. For the
8 record, I -- I did check the EMC database and I don't see
9 anything, um, related to this. So I'm gonna rely on, um, the
10 previous members who sat for previous hearings, or current
11 members, actually, I'm sorry. Um, member Leathers, were you
12 on the case with grievance Kaplan? And was that case about
13 masks or was it about COVID testing and vaccinations?

14 LEATHERS: Um, it was about testing and vaccination,
15 if memory serves me correct.

16 BAUER: Okay. Thank you.

17 LEATHERS: Uh, you're, um, uh, chair member Leathers?

18 DAVIES: Ma'am.

19 LEATHERS: Can we ask Reese to confirm, because we
20 don't have access once we do the hearing?

21 BAUER: Jennifer Bauer for the record. We -- we
22 do have access in the EMC database, but I didn't see anything
23 on upon a quick search. Um, bar isn't here today. The acting
24 EMC coordinator is Nora. I don't know if Nora was here.

25 LEATHERS: Oh, Nora.

1 JOHNSON: Hi. Good morning. Uh, Nora Johnson, for
2 the record, um, the -- I do not believe that those decisions
3 were actually uploaded to the database, but they were sent to
4 the EMC committee for reference. Um, the Andrews and Kaplan,
5 I would have to go look. I do believe, uh, member Leathers is
6 correct. It was test and Vax issues. And, uh, Tracy Dupree
7 was the chair. And I believe that the vote was as a Governor
8 appointed committee, the EMC lacks the jurisdiction to
9 supersede the Governor's mandate. And it was applied to both
10 Andrews and Kaplan.

11 LEATHERS: Thank you, Your Honor.

12 BAUER: Mr. Chair, this is Jennifer. With that
13 information, I would agree with, uh, member Leathers that this
14 grievance could be answered without a hearing based on
15 previous decisions.

16 DAVIES: But we do not have the power to -- as a --
17 as a Governor appointed as that very --

18 LEATHERS: We don't jurisdiction.

19 DAVIES: We just write out.

20 LEATHERS: Yep.

21 BAUER: We -- we don't have jurisdiction to
22 supersede a governor's emergency declaration or any directives
23 there under.

24 DAVIES: I would agree that we do not have the
25 authority to, to write off the mask rule. Um, and, uh, I

1 don't understand. Yeah. So --

2 BAUER: Mr. Chair, this is Jennifer. I wanna -- I
3 wanna make a -- an important point though that the grievance
4 isn't just mentioning the mask policy, but also the
5 vaccination and the testing. And the reason I make that
6 distinction is because we have subsequent grievances on the
7 agenda today that have, um, similar grievance purposes.

8 DAVIES: Well, I mean --

9 LEATHERS: Uh, member Leather's chair, um, I -- I --
10 I agree Jen. Uh, member Bauer, there are several grievances,
11 and this one does touch on, um, a lot of the points. Um, I
12 would, uh, just like to say that once the mandate came out,
13 um, the department administration did send out very specific
14 guidelines to the agencies. And there's -- those guidelines
15 are what these employees are grieving, but they're subsequent
16 to the Governor's mandate.

17 DAVIES: Yeah.

18 LEATHERS: So it covers testing, vaccination,
19 administratively, um, release time. All of those items are
20 covered after this mandate comes out.

21 DAVIES: I don't sound negative, but I wish
22 somebody had been written up for this, not just letter of
23 instruction, or I wish somebody had something where I, they
24 had suffered harm and then I could, I might even do it.

25 RUSSELL: Yeah. I think there was one. Teresa

1 Russell for the record. I think there -- there is --

2 DAVIES: There is --

3 RUSSELL: -- there is one where he got, uh,
4 subsequent breakups.

5 DAVIES: Right, but not yet. So, um, as to the
6 grievance of Mr. Brent Sloppy, uh, Teresa, you haven't had a
7 chance to talk, I apologize. Do you have anything that you --

8 RUSSELL: I don't think I can add anything
9 additional.

10 DAVIES: Okay.

11 RUSSELL: In relation to this particular grievance.

12 DAVIES: So it sounded like Jennifer had 99.8
13 percent of a motion, uh, would you like to -- to throw it out
14 there?

15 BAUER: Sure. Mr. Chair, this is Jennifer.

16 DAVIES: Recognized.

17 BAUER: I move to answer grievance number 8001,
18 based on the EMC's lack of jurisdiction and lack of ability of
19 a superseded a Governor's mandate.

20 RUSSELL: Teresa Russell, for the record, I'll
21 second.

22 DAVIES: Last chance. Any discussion?

23 JOHNSON: Um, Nora Johnson, for the record, are --
24 are -- we, just so that I have it clear, are -- are we
25 actually doing this as a new motion based on lack of

1 jurisdiction, or is this going to be based on prior decision?

2 BAUER: Mr. Chairman, this is Jennifer.

3 DAVIES: Recognize Ms. Bauer.

4 BAUER: May I amend -- may I make a friendly
5 amendment to my own motion?

6 DAVIES: Does it need to be a friendly amendment?
7 Oh, it's been seconded. Yes, it does need to be. Um, yes,
8 please make the amendment.

9 BAUER: Uh, I think Nora Johnson for reminding me
10 that we also can answer based on previous decisions. Um, so I
11 think the motion should be something similar to, um, move to
12 answer grievance number 8001 based on previous EMC decisions
13 that the EMC lacks jurisdiction and the authority to supersede
14 a Governor's mandate.

15 RUSSELL: I'll second.

16 DAVIES: Seconded. So, discussion on the friendly
17 amendment. None. Move the vote. Aye.

18 MULTIPLE: Aye.

19 DAVIES: Unanimous don't need for nays. Motion.
20 Motion as read discussion. Hearing none. Move the vote on
21 motion. Aye.

22 MULTIPLE: Aye.

23 DAVIES: Aye.

24 BAUER: Mr. Chair, didn't we just vote?

25 DAVIES: We voted on the amendment right? Voted on

1 the amendment, then we have to vote on the motion itself. Is
2 that not correct?

3 BAUER: I -- I thought I was voting on a motion.

4 DAVIES: I believe we were voting on the friendly
5 amendment, which we accepted. And then maybe --

6 RUSSELL: Teresa Russell for the record, my under --
7 granted, I don't have a book in front of me. My understanding
8 of Robert's rules of order is the person making the motion and
9 the person seconding have to accept an amendment and then it
10 moves forward for jury vote.

11 DAVIES: Okay, then we already voted. I apologize.
12 He's supposed to save me, buddy.

13 LEATHERS: He's like, mm-mm. I'll let you, Tracy's
14 doing everything.

15 DAVIES: Thank you, Teresa. So, motion carries.
16 Done. Uh, next item discussion, possible action related to
17 grievance. 8021. Justin Shaw.

18 LEATHERS: Member Leathers chair. Um, this grievance
19 is, uh, very similar to the grievance we just heard, um, the
20 employees asking us to, uh, retract the testing and
21 vaccination policy set out for only state employees in the
22 emergency directives as signed by Governor.

23 DAVIES: So --

24 LEATHERS: Um, the -- the pre I -- my opinion, but
25 the previous motion would suffice for this one as well. I --

1 as Jim, as member Bauer so eloquently states.

2 DAVIES: I -- I -- I -- I agree. Teresa.

3 RUSSELL: Teresa and Russell, for the record, I also
4 agree.

5 DAVIES: So --

6 BAUER: Mr. Chair, this is Jennifer.

7 DAVIES: Ma'am.

8 BAUER: I move to answer grievance number 8021
9 based on the EMC's previous decisions that lacks jurisdiction
10 and the ability to supersede a Governor's mandate.

11 DAVIES: I have a motion. Can I get a second?

12 RUSSELL: Teresa Russell for the record. I'll
13 second.

14 DAVIES: I have a motion and a second discussion.
15 Hearing none. Move to vote. Aye.

16 MULTIPLE: Aye.

17 DAVIES: Nays? Motion carries unanimously. Thank
18 you. Next item. Discussion and possible action related to
19 grievance number 8129. Maurice Smith, Department of
20 Transportation.

21 LEATHERS: Uh, member of Leathers for the record.
22 Um, I'm familiar with this process and, um, one, I don't think
23 we have jurisdiction when it comes to pay. And the NAC is
24 very clear in DMS rules that if an employee is holding a
25 position, um, someone else cannot obtain the 5 percent acting.

1 So unless we can overturn that, I don't know that we have any
2 jurisdiction over this, although I would like it to go to
3 hearing, um, because I feel like there should be some kind of
4 resolution. So I'm kind of on the fence.

5 DAVIES: Um, I -- I -- I feel that there should be
6 a hearing. Yes. Um, the -- the grievance does feel that he's
7 been, I apologize. Um --

8 LEATHERS: Um, 8129.

9 DAVIES: You are all right.

10 LEATHERS: No.

11 DAVIES: Okay. 8129. So I -- I feel that, uh,
12 whether he's successful or not in the hearing, we are a venue
13 for this. And I feel it's -- it's appropriate to hear it.
14 Um, we've had two from the south. Jennifer, you wanna say
15 anything or that was fine, right?

16 BAUER: Yeah, sure. Um, Mr. Chair, this is
17 Jennifer for the record. I, um, I think that we do have
18 jurisdiction over compensation issues in terms of whether, um,
19 law grant or policy was complied with from the agency's
20 perspective towards the employee. Unfortunately, I don't have
21 enough details here in the grievance responses by the employer
22 to determine if in fact this was actually resolved. Um,
23 because the step two response indicates, um, from Mike F-U-E-
24 S-S, typically I'd like to meet with the grievance to discuss
25 before I show your response. Unfortunately, that was not

1 possible. I would like to meet with you this week if
2 possible. I don't see where anything shows whether that
3 meeting occurred and if in fact this issue was resolved. I
4 don't see, um, anything, I don't know of anything about like a
5 resolution conference that was offered or conducted in this
6 matter. So I unfortunately, I think we had to hear this, just
7 because I don't know if the grievance has actually been
8 resolved or if the meeting occurred that was mentioned in the
9 step two agency response.

10 DAVIES: Thank you, Jennifer.

11 RUSSELL: Teresa Russell, for the record, I make a
12 motion to move grievance 8129. Forward to hearing.

13 DAVIES: I have a motion --

14 LEATHERS: Member Leathers. Second.

15 DAVIES: I have a motion and a second. Did you
16 hear the motion, Jennifer? So, you know, we rolling on?

17 BAUER: Yes, sir.

18 DAVIES: Thank you. Uh, so that discussion on the
19 motion, hearing none move to vote ayes aye.

20 MULTIPLE: Aye.

21 DAVIES: Aye. Nays. Hearing none. Motion carries
22 unanimously. Thank you. Next most -- next item on the agenda
23 is discussion and possible action related to grievance number
24 8178. Joel Reed, department of Transportation.

25 LEATHERS: This is Christina Leathers. For the

1 record. This grievance is somewhat similar to the previous
2 two, with the exception that this employee is asking for paid
3 administrative leave. Uh, again, the, um, the information
4 that came out from the department administration was very
5 clear on who could and could not get paid administrative
6 leave. Um, and that was the guidance given to the agencies.
7 So I don't know that the EMC has jurisdiction to now go
8 against the department administration's guidance on how
9 administrative leave is applied.

10 DAVIES: Uh, okay. Now I've been reminded of which
11 one it is. 'Cause I read it. Thank you.

12 LEATHERS: You're very welcome.

13 DAVIES: Um, all these pieces of paper.

14 LEATHERS: Um, this was a big one.

15 DAVIES: Yes. And, uh, don't appear return to me.
16 Um, 8178. So yeah, I'm -- I'm just wanna be reminded of it
17 somewhere. Oh, this is the one that was clipped.

18 LEATHERS: Yeah. He's claiming quid -- quid pro quo.
19 Um, even at the -- member Leathers for the record, even at
20 step one, um, the response is, you know, I agree, but my
21 direct supervisor can't answer this question. Administrative
22 leave can only be granted by the appointing authority or the
23 Division of Senior Resource Management. And I think, uh, NAC
24 actually says the appointing authority.

25 DAVIES: So the question is, what is his question?

1 Can I have admin leave or can everybody be granted admin
2 leave?

3 LEATHERS: Yeah.

4 DAVIES: Um --

5 LEATHERS: Despite vaccination.

6 DAVIES: Regardless of --

7 LEATHERS: So, uh, Christina Leathers for the record,
8 as the individual who's had the authority to grant
9 administrative leave for the Nevada Department of Corrections,
10 um, we've been following the guidance. You're vaccinated, you
11 get -- and you get COVID, you get admin leave. If you're
12 unvaccinated and you get COVID, you have to use your own.

13 BAUER: Mr. Chair, this is Jennifer.

14 DAVIES: Recognize member Bauer.

15 BAUER: Thank you. Um, though the agreement in
16 this case, um, is requesting admin leave, I think our previous
17 decisions still apply because we lack jurisdiction, um,
18 obviously to supersede a Governor's mandate, but we also lack
19 jurisdiction pursuant to NRS 2840.020. Subsection two, an
20 agency can run its affairs as it sees fit, and that also
21 includes whether the appointing authority grants
22 administrative leave. So, um, the, these employees, while I
23 sympathize with their case, all the employees who filed a
24 grievance that we are discussing today, I sympathize with
25 their case. There just isn't resolution that we can offer to

1 them because, um, personal beliefs are not a protected class.
2 So EEOC or anything like that would not apply. So quid pro
3 quo doesn't apply. Administrative leave is not an
4 entitlement. Um, and on a case by case basis, it may be
5 considered a reasonable accommodation, but I don't see
6 anything here where reasonable accommodation would be
7 warranted. So again, I think it's just up to the ability of
8 the agency to run its affairs as it sees fit. So we would
9 lack jurisdiction to, um, supersede that and the Governor's
10 mandate.

11 DAVIES: Teresa, what are you thinking?

12 RUSSELL: I -- I, Teresa Russell, for the record, I
13 don't have anything additional to add.

14 DAVIES: Yeah, I agree. There's nothing we can do
15 about the, I -- I mean, everything we've, we've agreed on so
16 far. I -- I -- I've been with, we don't have jurisdiction on
17 the thing. The -- the question the guy is asking is, excuse
18 me, where I formulate my thought. The question this grievance
19 is asking is, can I have admin pay? And I would like to
20 answer that question. However, um, has he had -- has he had
21 admin payn denied yet? So, again, substantively, he's not been
22 made less than home. He's not -- he hasn't been grieved. He
23 hasn't been harmed.

24 LEATHERS: Yeah.

25 DAVIES: So he, uh, I cannot preemptively hear. I

1 -- I, let me, I don't feel that we can hear a preemptive
2 grievance. Does that make sense? Did I just gobbly google it?
3 So I -- I think we need to deny the hearing on the fact that
4 it addresses issues that are, not only is it addressing issues
5 that we have no jurisdiction over, it's a preemptive
6 grievance. So anybody got anything to throw in to the
7 discussion beyond that?

8 BAUER: Mr. Chair, before I make a motion, this is
9 Jennifer.

10 DAVIES: Ms. Jennifer.

11 BAUER: Um, foreshadowing my motion is probably
12 not going to address anything about a preemptive grievance
13 because, um, if we wanted to go down this path, which I do
14 not, we could assume that the employee is stating that he
15 feels he suffered an injustice because he was denied admin
16 leave. But again, that's not necessarily an injustice because
17 that would be, um, stepping into the realm of how an agency
18 gets to run its affairs as sees fit, and also in accordance to
19 the Governor's mandate. So with that, this is Jennifer. I'd
20 like to make a motion.

21 DAVIES: Please go.

22 BAUER: I move to answer grievance number 8178
23 without an -- without a hearing. Based on EMC's previous
24 decisions that it lacks jurisdiction and the authority to
25 supersede a Governor's mandate.

1 LEATHERS: Uh, member Leathers. Second.

2 DAVIES: Have a motion to second. Any discussion?

3 Hearing none, I will move the vote. Aye.

4 LEATHERS: Aye.

5 RUSSELL: Aye.

6 BAUER: Aye.

7 DAVIES: Nays, we are unanimous. Thank you.

8 Discussion and possible action. The next item is, sorry.

9 Next item is discussion and possible action related to

10 grievance. 8228. Matthew Shepherd, uh, from the Department

11 of Transportation.

12 LEATHERS: Member Leathers, for the record.

13 DAVIES: That was it. You're here. Thank you.

14 LEATHERS: This -- this agreement again, is as
15 challenging the Governor's mandate, um, on testing all state
16 employees having be tested that are not vaccinated. Um,
17 again, the -- the -- the mandate was given by the -- the
18 Governor's office. Um, for an agency to supersede that,
19 especially an agency of the executive branch, there's no way
20 that they comply. And again, it's outside. I think it's
21 outside of our jurisdiction.

22 DAVIES: I agree.

23 RUSSELL: Teresa Russell, for the record, I'm also
24 in agreement.

25 DAVIES: Ms. Jennifer.

1 BAUER: Thank you, Mr. Chair. This is Jennifer.
2 I move to answer grievance number 8228 without a hearing based
3 on EMC's previous decisions that it lacks jurisdiction and the
4 authority to toe a Governor's mandate.

5 DAVIES: Can I have a second? Do I have a second?

6 RUSSELL: Teresa Russell, for the record, I'll
7 second.

8 DAVIES: Any discussion? Hearing no discussion.
9 Move the vote. Aye.

10 MULTIPLE: Aye.

11 DAVIES: There we go. Nays. We are unanimous.
12 Thank you. Next item is discussion and possible action
13 related to grievance 82 29. Charles Berger, Department of
14 Transportation.

15 LEATHERS: Uh, this is Christina Leathers for the
16 record again. Um, grievance 8229 is, um, questioning the
17 Governor's mandate on, uh, testing and progressive discipline.
18 Um, it's -- it's outside of our jurisdiction. Is that simple?

19 DAVIES: I am in agreement on that. Um --

20 RUSSELL: Teresa Russell, for the record, I also
21 agree.

22 DAVIES: Member Bauer.

23 BAUER: Thank you, Mr. Chair. This is Jennifer.
24 I'm moved to answer grievance number 8229 without a hearing
25 based on EMC's previous decisions that it lacks jurisdiction

1 and the authority to proceed a Governor's mandate.

2 RUSSELL: Teresa Russell, for the record, I'll
3 second.

4 DAVIES: I have a motion on the second. Any
5 discussion? Hearing none. Move to vote. Ayes.

6 MULTIPLE: Aye.

7 DAVIES: Nays? Hearing none. We are unanimous.
8 Thank you. Next item. Excuse me a second.

9 LEATHERS: Chair. Uh, Christina Leathers for the
10 record. Um, the next four items are all from the same
11 grievance, and it appears that before he gets a response on
12 one grievance, he opens another grievance, and then another
13 grievance and another grievance. Is it possible to hear them
14 together or we discuss them together?

15 DAVIES: I think that would be appropriate.

16 LEATHERS: Yeah.

17 DAVIES: Any contrarian opinions?

18 BAUER: Mr. Chair, this is Jennifer. I agree.

19 LEATHERS: Um, all four of these grievances address,
20 or sorry, Christina Leather for the record, all of these
21 grievances are specific to the Governor's mandate on testing.
22 Um --

23 DAVIES: Can I just make one --

24 LEATHERS: Yes, you can.

25 DAVIES: -- quick check.

1 LEATHERS: Yes, you can check.

2 DAVIES: What do you think, mate? I -- I refer the
3 question to, uh, the DAG.

4 WEISS: If all the grievances are regarding the
5 same issue, in essence, then yeah, they can be consolidated
6 into one. Um, or they can be respond to one response.

7 DAVIES: Just wanted to make sure that we had
8 covered background before somebody shoots me. Thank you. Uh,
9 I apologize for the interruption member Leathers.

10 LEATHERS: No -- no, thank you, sir. I, um, thank
11 you for verifying. But yes, all four grievances are
12 essentially escalating, um, the COVID testing requirement as
13 he's brings up a grievance and he's addressed as for not
14 testing. He's grieving every time. So now we have four
15 grievances. Um, two almost looked like they were submitted
16 almost immediately because of the numbers are sequential.

17 DAVIES: Yep.

18 LEATHERS: Um, which is very unusual. What's the
19 grievance name on this? Um, Samuel Sanders. There was four
20 of them at first. I thought I misprinted.

21 DAVIES: Okay.

22 LEATHERS: But no, there's four separate grievances.

23 RUSSELL: Teresa Russell, for the record, I'm
24 concerned about grievance. I think it's 8365.

25 DAVIES: The last one.

1 RUSSELL: The one with the conditions in the testing
2 location. The concerns of the blowing the nose and the
3 potential exposure, in my opinion, that one I do believe we
4 should move forward is not in reference to the mandate, but
5 the conditions -- the safety conditions in which the mandate
6 is followed. I think this is the right number.

7 DAVIES: Yes. He complained about, was it the Ruby
8 Road.

9 RUSSELL: Oh yeah. Ruby. But that --

10 DAVIES: Ruby Rich.

11 LEATHERS: No, that's Ruby, Ruby Vista Drive today.
12 Uh, but, uh, Christina Leathers for the record. Please keep
13 in mind that when this testing mandate came out, the
14 Governor's office with the, um, department of Health and Human
15 Services and the State Health Department determined and set up
16 the testing locations. So the department doesn't have any
17 authority or control over these testing locations. Um, they
18 were set up by the state. Not all agencies had internal
19 testing, such as the Nevada Department Corrections. And so,
20 and he -- he actually says it's the state's COVID test sites.
21 It's not DOT's COVID test sites. So DOT would only be able to
22 report it, and it looks like it was reported. So then it's on
23 the Department of Occupational Safety and --

24 DAVIES: OSHA.

25 LEATHERS: Yep. To investigate and determine.

1 DAVIES: I see what you're saying. Okay.

2 RUSSELL: Teresa Russell, for the record, I still
3 feel that we can move this forward. We may not be able to
4 change the location, but we can do written feedback to the
5 appropriate authority that there are concerns with the way
6 things are being handled. We can't necessarily fix it, but we
7 can forward our concerns to the appropriate area.

8 LEATHERS: So, Christina Leathers, for the record, if
9 I'm hearing you correctly, we could address the grievance by
10 requesting that another, like OSHA investigate or --

11 RUSSELL: Or at least for our concerns to the
12 Governor's office with -- without having full information, I'm
13 not 100 percent sure where this should go. Therefore, for
14 this particular instance relating to the testing conditions, I
15 do believe this should be moved forward because we can forward
16 our concerns in written format. We can't mandate that
17 anything be done, but we can forward our concerns.

18 DAVIES: Oh, I see what you -- okay. Well then I
19 see what you're saying. You're saying we can -- whereas we
20 can't directly address the grievance, we can, as a role of
21 this panel, bring concerns up to higher up and say, Hey, we
22 need to take -- you need to take a look at this a little more
23 seriously than

24 RUSSELL: Correct.

25 DAVIES: All right. I haven't thought about it

1 like that.

2 RUSSELL: It's not often that we do that, but I
3 think there's been at least two or three instances as a board
4 that has been, yeah.

5 LEATHERS: So Christina Leathers for the record, yes.
6 In fact, the EMC has submitted recommendations, uh, on to, uh,
7 has made recommendations to the Dovernor for the Nevada
8 Department of Corrections to do this, or, and, or that in
9 fact, it was in a public meeting that a one of NDOC'S
10 employees brought it up and the Governor said, well, why
11 haven't I seen the letter? I said, well, Governor, the EMC
12 has 45 days following the hearing to take such action. So we
13 haven't done any time.

14 DAVIES: All right, then you're saying, let's take
15 a look at this and see if there's a recommendation we can
16 make. So we'll move it to hearing.

17 RUSSELL: In reference. Jennifer, do you have
18 anything you wanna say before I --

19 DAVIES: I -- I apologize.

20 BAUER: Thank you, Teresa. Mr. Chair, this is
21 Jennifer.

22 DAVIES: Yes, ma'am.

23 BAUER: I agree with Theresa that the allegations
24 of unsafe testing conditions are serious. However, the EMC's
25 role is not to investigate unsafe working conditions or

1 testing conditions. Um, notwithstanding that concern, the
2 substance of the grievance also contains, um, um, uh,
3 complaint and once resol -- uh, the grievance once resolution
4 regarding discipline that was issued. And that is entirely
5 within our jurisdiction, um, because the grievance is
6 proposing in the resolution received the letter of reprimand.
7 So, um, I think, um, I lean on my committee members, but I
8 looked in the EMC database. I don't see anything yet. I
9 don't know that the EMC has decided on, um, written reprimands
10 issued for failure to comply with the testing mandate. So
11 this might actually be the first chance that we get to hear a
12 case for that purpose. And, um, it might be the first chance
13 we get to decide on a case for that purpose. So for those
14 reasons, I think we need to move this to a hearing.

15 DAVIES: I think I can a --

16 JOHNSON: Sorry, Nora Johnson for the record.

17 DAVIES: Yes, Nora.

18 JOHNSON: Uh, just for the committees referenced,
19 uh, member Bauer is correct. We have not as a committee yet
20 heard or issued any decisions regarding anything outside of
21 whether there's jurisdiction over the mandate. So any
22 discipline, anything outside of that one that has few
23 decisions for Andrews and Kaplan has not been decided at this
24 time. Thank you.

25 DAVIES: Thank you, Nora. So --

1 BAUER: With that, Mr. Chair, when you're ready.
2 Uh, this is Jennifer. I'm ready with a motion, if you're
3 ready.

4 DAVIES: This motion is pertaining to grievances.

5 BAUER: Well, we have four.

6 DAVIES: Eight. So the -- that's what I'm --
7 that's what I'm establishing. Grievances 8338, 8339, 8352,
8 and 8365 in one. King caboodle.

9 JOHNSON: Yes, sir.

10 DAVIES: Thank you, ma'am. Uh, if I -- I am -- I
11 am ready If Nora's ready. We'll accept your motion.

12 RUSSELL: I'm ready.

13 LEATHERS: I'm ready.

14 BAUER: Mr. Chair, this is Jennifer. I move that
15 we proceed with hearing grievance number 8338, 8339, 8352 and
16 8365. And I request that the EMC coordinator schedule all
17 grievances to be heard at the same meeting.

18 DAVIES: Can I have a second please?

19 RUSSELL: Teresa Russell for the record, I'll
20 second.

21 DAVIES: Any discussion further to the motion.

22 JOHNSON: Uh, Nora Johnson, for the record, I do
23 have a question for our DAG.

24 WEISS: Yes, Nora.

25 JOHNSON: Uh, just for the purposes of

1 correspondence and, um, record keeping, can we combine this
2 and effectively call it Sanders at all?

3 WEISS: Yeah, I -- I think we can -- in the
4 letter, we can say that, uh, all four grievances are being
5 consolidated, um, into one -- one matter for one hearing.

6 JOHNSON: Perfect. Thank you so much.

7 WEISS: You're welcome.

8 DAVIES: Any other discussion? Thank you for that
9 hearing. No discussion. I will move the vote. Aye.

10 MULTIPLE: Aye.

11 DAVIES: Nays. Thank you. We are unanimous.
12 Motion carries. Next item is public comment. Again, I will
13 read the verbiage. No vote or action may be taken upon a
14 matter raised during public comment until the matter itself
15 has been specifically included on the agenda as an item upon
16 which action may be taken. Comments will be limited to five
17 minutes per person, and persons making comments will be asked
18 to begin by stating their name for the record board. I'm
19 gonna open public comments. I have nobody down here. Do you
20 have anybody up north who'd like to make a public comment?

21 Ms. Bauer.

22 BAUER: Mr. Chair, this is Jennifer. I would like
23 to make a public comment.

24 DAVIES: Uh, we recognize Jennifer Bauer.

25 BAUER: Thank you. Um, my public comment is

1 directed at she's gonna Hhte me. Denise Lucy Seymour, um,
2 today, yeah, she's not my friend right now, but, um, I'm gonna
3 do it anyways. Today is Denise's last day representing the
4 division of Human Resource Management and the Santa Nevada at
5 an employee management committee. And I did not want that
6 last day to go before she retires. Um, I personally have
7 worked with her for years. She's been a trusted colleague, a
8 trusted confidant, um, incredibly reasonable, incredibly
9 rational, incredibly knowledgeable. She exemplifies state
10 service, state customer service. She exemplifies what we need
11 in service. If we could clone her, I would like to do it
12 about 5,000 times over. Um, she has not accepted my requests
13 to stay and not retire. So, um, I -- I just want to
14 congratulate you, Denise Seymour, on your retirement. Um, I
15 want to say how much you will be missed personally as a member
16 of the EMC and as a manager in state service. Um, I don't
17 know what I'm gonna do without you. I might find you at home
18 and call you still. That's okay. Um, but nevertheless, I did
19 not want this day to go without recognizing the loss of this
20 committee. And the state of N -- state of Nevada is going to
21 incur when you officially retire. Um, congratulations again,
22 thank you for everything you have done for Nevadans, for state
23 agencies, for grievance. And, um, I wish you all the best.

24 DENISE: Woo. You time may make public comment.

25 DAVIES: Well, I don't know about that.

1 DENISE: I last say, um, I have to say that I've
2 always impressed with, with our committee that, um, and I seen
3 your praises as far as your professionalism and your -- your
4 effort and time being so generous and really, uh, parsing
5 these grievances and trying to see, drill down and see the
6 real issue and analyzing, um, if it -- if those -- if those
7 employees need to have a -- have a -- a floor to say something
8 or, uh, or just blowing off steam. All right? But, uh,
9 hopefully, aside from being professional, I think some of --
10 some of the committee members will be glad that they won't see
11 my -- my face up in the -- in the audience. Um, that's why I
12 always have my face down now, so that -- that they don't --
13 they won't look at me anymore. But, otherwise, I -- I commend
14 all of you. Thank you. I hope that we've had laps along the
15 way also, because uh, believe it or not, I am a -- I'm a -- a
16 real jokester also. So thank you very much. Really
17 appreciate all of you.

18 LEATHERS: Thank you, Denise.

19 DAVIES: Thank you, Denise.

20 DENISE: Thank you, Jennifer.

21 DAVIES: Thank you. Jennifer, thank you very much
22 for, uh, reminding us to take time to thank those who are --
23 are, uh, and have been of great service to the state. Uh, any
24 other public comment? None. All right. I will close public
25 comment. Thank you very much. Next item, the adjournment,

1 uh, meeting adjourned.

2 LEATHERS: Yay. Woo.

3 RUSSELL: Thank you everybody.

4 BAUER: Thank you.

5 DAVIES: Thank you, Jennifer.

6 JOHNSON: Thank you. Have a good day.

7 DAVIES: Thank you, Nora.

8 BAUER: Thank you Nora.

9 DAVIES: Thank you Denise.

10 LEATHERS: We appreciate you.

11 DAVIES: We're good.

12 BAUER: We're good here because Denise is gonna be
13 gone. So who am I gonna look at?

14 WEISS: You can -- you can always look at me.

15 BAUER: I'm gonna -- I'm gonna need you to reserve
16 that chair for yourself, okay? And I'm gonna need you to be
17 in that position every time I am on a hearing. All right?

18 *** END OF MEETING ***

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