



STATE OF NEVADA
EMPLOYEE-MANAGEMENT COMMITTEE
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Meeting Minutes of the Employee-Management Committee
March 7, 2019

Held at the Nevada State Library and Archives Building, 100 N. Stewart St., Conference Room 110, Carson City, Nevada, and the Grant Sawyer Building, 555 E. Washington Ave., Room 1400, Las Vegas, Nevada, via videoconference.

Committee Members:

Management Representatives	Present
Mr. Guy Puglisi - Chair	
Ms. Jennifer Bauer	
Ms. Pauline Beigel	X
Mr. Ron Schreckengost	
Ms. Jennelle Keith	X
Ms. Tonya Laney	X

Employee Representatives	
Mr. Tracy DuPree	X
Ms. Turessa Russell	X
Ms. Sherri Thompson	X
Ms. Adria White	
Ms. Sonja Whitten	
Ms. Dana Novotny	

Staff Present:

Mr. Robert Whitney, EMC Counsel, Deputy Attorney General
Ms. Nora Johnson, EMC Coordinator

1. Call to Order

Co-Vice-Chair Beigel called the meeting to order at approximately 9:00 am.

2. Public Comment

There were no comments from the audience or Committee Members.

3. Committee introductions and meeting overview and/or update - For discussion only.

Co-Vice-Chair Beigel opened the meeting with Committee introductions.

4. Adoption of the Agenda – Action Item

Co-Vice-Chair Beigel requested a motion to adopt the agenda.

MOTION: Moved to approve the agenda.

BY: Member Russell

SECOND: Member DuPree

VOTE: The vote was unanimous in favor of the motion.

5. Approval of Minutes for January 10, 2019 – Action Item

Co-Vice-Chair Beigel stated the minutes for January 10, 2019 were not provided for approval and would be removed from the agenda.

6. Approval of Minutes for January 24, 2019 – Action Item

Co-Vice-Chair Beigel stated there were minor grammatical and spelling changes that had been brought to the attention of the EMC Coordinator.

Co-Vice-Chair Beigel asked if there was any discussion on the minutes and noted changes, there was none.

MOTION: Moved to approve the minutes for January 24, 2019 with the discussed changes.

BY: Member DuPree

SECOND: Member Russell

VOTE: The vote was unanimous in favor of the motion.

7. Discussion and possible action related to Grievance #6261 of Vanessa Prada, DHHS, an appeal of a withdrawal of the grievance by Division of Human Resource Management (DHRM) pursuant to NAC 284.693. – Action Item

Co-Vice-Chair Beigel stated she would allow the Committee a few minutes to review the packet.

Co-Vice-Chair Beigel opened the Committee for discussion.

Member Laney stated in reviewing the minutes from January 24, 2019, this was already discussed and sent back to the step it was at when

removed.

Member Laney asked if the Committee was re-reviewing the grievance in the same process or if this was submitted as a grievance.

Co-Vice-Chair Beigel clarified this was a different grievant and grievance number with the same issue, also in the appeal of removal of grievance process.

Member Russell stated the Committee should reinstate the grievance into the grievance process as it was identical to the appeal heard on January 24, 2019 and to remain consistent.

Member Keith stated she agreed as it was very similar.

Member Keith stated she asked for the previous paperwork as she thought it was the same appeal and for the sake of consistency, the Committee should reinstate the grievance.

Member Laney stated she agreed, and the Committee should follow the same action from the previous grievance in an identical situation heard January 24, 2019.

Co-Vice-Chair Beigel asked the members that were not present at the January 24, 2019 hearing if they had any questions or additional discussion.

Member DuPree stated he agreed with the idea of remaining consistent and the Committee should reinstate the grievance.

Co-Vice Chair Beigel asked if there was any other discussion or a motion.

Member Russell motioned to reinstate the grievance back to the grievance process in the same place from which it was removed.

Co-Vice-Chair Beigel repeated Member Russell's motion for clarification.

Mr. Whitney requested Member Russell include the grievance number in the motion.

Member Russell restated her motion to reinstate grievance #6261 back to the grievance process at the point from which it was withdrawn.

Member DuPree seconded Member Russell's motion.

Co-Vice-Chair Beigel asked if there was discussion on the motion, there was none.

The vote was unanimous to reverse the decision of DHRM and reinstate grievance #6261 to the point at which it was withdrawn.

MOTION: Moved to reverse the decision of DHRM and reinstate grievance #6261 to the point at which it was withdrawn.

BY: Member Russell

SECOND: Member DuPree

VOTE: The vote was unanimous in favor of the motion.

8. Discussion and possible action related to Grievance #6075 of Janet Shull, Department of Corrections – Action Item

Co-Vice-Chair Beigel stated she would allow the Committee a few minutes to review the packet.

Co-Vice-Chair Beigel opened the Committee for discussion.

Member Russell stated she felt the Committee should move the grievance forward to hearing to get the specifics that may or may not be listed in the grievance itself.

Member Russell stated her reason for that was on a prior decision regarding a written reprimand where the Committee did make changes to a written reprimand.

Member Russell could not remember the decision exactly and was having issues with the EMC decision database.

EMC Coordinator, Nora Johnson stated she was aware of an issue with the database link and the link was updating at the EMC end through 2019, however, the link the Committee has access to was only updating through 2017.

Ms. Johnson stated she was working with the Human Resources HelpDesk to get the link repaired.

Ms. Johnson stated if the Committee had database requests, the Committee could send the request directly to Ms. Johnson and she would pull the appropriate decisions and send to the Committee.

Member Russell stated she remembered the specifics involved the College of Southern Nevada (CSN), it was a police officer and related to storage of a weapon and her reasoning for wanting to move this grievance forward was based on her recollection of that decision.

Member Laney stated the grievant is asking to have the letter of reprimand removed but there was evidence to show proof of the comments being made, the grievant admits to making the comments and there is proof from staff of the comments being made.

Member Laney stated it seemed the real issue at hand was the grievant

did not agree with the letter of instruction she received prior to the letter of reprimand.

Member Laney stated her understanding was the Committee would not be able to take the letter of instruction into consideration and that the Committee would have to review the letter of reprimand alone.

Co-Vice-Chair Beigel stated the Committee was not to be looking at the merits of the grievance at this time but whether the Committee was going to move the grievance to hearing at which time the Committee would get to hear the arguments from the parties.

Co-Vice-Chair Beigel stated the Committee was to determine if the grievance should be denied hearing or moved to hearing.

Member DuPree stated the grievance should go to hearing as the grievant had issues she wanted aired.

Member Keith asked Member DuPree if that was a motion that needed a second.

Member DuPree motioned to move grievance #6075 to hearing.

Member Russell seconded Member DuPree's motion.

Co-Vice-Chair Beigel asked if there was discussion on the motion, there was none.

MOTION: Moved to move grievance #6075 to hearing.

BY: Member DuPree

SECOND: Member Russell

VOTE: The vote was unanimous in favor of the motion.

9. Public Comment

There were no comments in the North or in the South.

10. Adjournment

Co-Vice-Chair Beigel adjourned the meeting at approximately 9:49 am.