



**STATE OF NEVADA
EMPLOYEE-MANAGEMENT COMMITTEE
100 N. Stewart Street, Suite 200 | Carson City, Nevada 89701
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**Meeting Minutes of the Employee-Management Committee
May 24, 2018**

Held at the Legislative Counsel Bureau, 401 S. Carson Street, Room 3138, Carson City, Nevada, and the Grant Sawyer Building, 555 E. Washington Ave., Room 4412, Las Vegas, Nevada, via videoconference.

Committee Members:

Management Representatives

Present

Ms. Mandy Hagler—Chair	
Ms. Pauline Beigel	X
Mr. Guy Puglisi	X
Ms. Sandie Ruybalid	
Mr. Ron Schreckengost	
Ms. Jennifer Bauer	

Employee Representatives

Mr. Tracy DuPree	
Ms. Turessa Russell	
Ms. Sherri Thompson	X
Ms. Adria White	
Ms. Sonja Whitten	X

Staff Present:

Mr. Robert Whitney, EMC Counsel, Deputy Attorney General
Ms. Nora Johnson, EMC Coordinator
Ms. Kara Morris, EMC Hearing Clerk

1. Call to Order

Co-Vice-Chair Puglisi 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 updates - For discussion only.

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

4. Adoption of the Agenda – Action Item

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

MOTION: Moved to approve the agenda.
BY: Member Sonja Whitten
SECOND: Member Sherri Thompson
VOTE: The vote was unanimous in favor of the motion.

5. Approval of Minutes for February 22, 2018, Approval of Minutes for March 8, 2018, Approval of Minutes for March 22, 2018 – Action Item

Co-Vice-Chair Puglisi stated unless there was opposition, he would like to entertain a motion to approve agenda items #5, #6 and #7 as a package.

Co-Vice-Chair Puglisi asked if there were any minutes the Committee would like pulled for discussion, there were none.

MOTION: Moved to approve the minutes for February 22, 2018, March 8, 2018 and March 22, 2018.
BY: Member Sonja Whitten
SECOND: Member Sherri Thompson
VOTE: The vote was unanimous in favor of the motion.

6. Discussion and possible action related to Grievance #5565 of Keith McKeehan, Department of Corrections – Action Item

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

Co-Vice-Chair Puglisi stated he had a question for Ms. Denise Woo-Seymour, Personnel Analyst, Division of Human Resource Management.

Co-Vice-Chair Puglisi asked if the sexual harassment piece of the grievance had gone through the Equal Employment Opportunity Commission (EEOC), and if there was an appeal process through the EEOC if an employee disagreed with their findings.

Co-Vice-Chair Puglisi stated in this case, it looked like the findings were erroneous.

Ms. Woo-Seymour stated it would be treated as grieving a discipline received.

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

Co-Vice-Chair Puglisi stated the Letter of Instruction (LOI) was already removed from the employees file, and that was the original point of contention.

Co-Vice-Chair Puglisi stated the only remaining issue was the EEOC adjudication letter.

Co-Vice-Chair Puglisi stated the letter appeared to be erroneous in its findings because it states the complaint was sustained, however, in the body of the grievance, there appeared to be a serious 'typo' in the adjudication letter.

Co-Vice-Chair Puglisi stated he was unsure if the employee had suffered any injustice, but the Committee did not have any information as to whether or not the agency had corrected the letter.

Member Beigel stated the notice of adjudication was mentioned in the second paragraph on the front page.

Member Beigel stated it wasn't that the grievant did not mention it, he is asking it to be removed from his file.

Member Beigel stated the grievance sounded like something the EMC should hear.

Co-Vice-Chair Puglisi asked if the Committee had any other comments.

Co-Vice-Chair Puglisi asked if there was a motion for grievance #5565.

Member Beigel motioned to move the grievance forward as it is partially resolved and the grievant requested two things the EMC should be able to hear.

Mr. Whitney requested that the grievance number or name of the grievant be stated for the record.

Member Beigel restated the motion to move grievance #5565 to a full hearing.

Member Whitten seconded the motion.

MOTION: Moved to grant hearing for grievance #5565.
BY: Member Pauline Beigel
SECOND: Member Sonja Whitten
VOTE: The vote was unanimous in favor of the motion.

7. Public Comment

There were no comments from the audience or Committee Members.

8. Adjournment

Co-Vice-Chair Puglisi adjourned the meeting at approximately 9:12 am.