



STATE OF NEVADA
EMPLOYEE-MANAGEMENT COMMITTEE
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Meeting Minutes of the Employee-Management Committee
June 2, 2016

Held at the Richard Bryan Building, 901 S. Stewart Street, Tahoe Conference Room, Carson City, Nevada, and the Grant Sawyer Building, 555 E. Washington Ave., Room 1100, Las Vegas, Nevada, via videoconference.

Committee Members:

Management Representatives	Present
Ms. Mandy Payette–Chair	
Mr. Guy Puglisi	
Ms. Claudia Stieber	X
Ms. Allison Wall–Co-Vice-Chair	
Ms. Michelle Weyland	
Ms. Pauline Beigel	X
Employee Representatives	
Ms. Stephanie Canter–Co-Vice-Chair	X
Ms. Donya Deleon	
Mr. Tracy DuPree	
Mr. David Flickinger	
Ms. Turessa Russell	
Ms. Sherri Thompson	X

Staff Present:

Mr. Robert Whitney, EMC Counsel, Deputy Attorney General
Ms. Carrie Lee, EMC Coordinator
Ms. Jocelyn Zepeda, Hearing Clerk

- 1. Co-Vice-Chair Stephanie Canter:** Called the meeting to order at approximately 9:00 a.m.
- 2. Public Comment**

There were no comments from the audience or from the Committee Members.

3. Adoption of the Agenda – Action Item

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

MOTION: Moved to approve the adoption of the agenda.
BY: Committee Member Sherri Thompson
SECOND: Committee Member Pauline Beigel
VOTE: The vote was unanimous in favor of the motion.

4. Discussion and possible action related to Motion to Dismiss of Grievance #3912 of Traci House, submitted by the State Public Charter School Authority, supporting documentation, and related oral argument, if any – Action Item

A Motion to Dismiss was submitted to the Employee-Management Committee (“EMC”) by the agency employer State Public Charter School Authority (“SPCSA”) which was represented by Senior Supervising Deputy Attorney General Cameron Vandenberg. Grievant Traci House (“Ms. House”) was present in proper person.

SPCSA stated in substance the EMC dismissed the issues of the original grievance that pertained to the appointment of a supervisor and allegations of sexual harassment at the February 11, 2016, EMC Hearing. SPCSA further stated in substance the EMC wanted additional testimony or evidence regarding the allegation of an unbalanced workload. SPCSA argued in substance that after a desk audit was performed, it was determined that Ms. House’s position should be reclassified as it was inconsistent with the duties of the job. SPCSA further argued in substance that Grievance #3912 be dismissed as the appropriate remedy would be for Ms. House to appeal to the Personnel Commission.

Ms. House requested a continuance of the hearing. Ms. House argued in substance she had been denied the right to prepare her case as she was on administrative leave and advised in a letter from SPCSA dated March 16, 2016, to not sign on to NEATS (the Nevada Employee Action and Timekeeping System).

SPCSA argued in substance against the request for continuance as every employee had the ability to log in to NEATS, and the appropriate time to raise any concerns would be prior to the hearing.

Co-Vice-Chair Canter asked Ms. House if she had any new information for the EMC to consider. Ms. House answered in the negative as she had no access to documents that would back up her position. Co-Vice-Chair Canter asked Ms. House if she had received the Motion to Dismiss filed by the SPCSA; Ms. House answered in the affirmative, that she had responded to the Motion, but was concerned she was violating the March 16, 2016, letter to not have access to State of Nevada department employees. Co-Vice-Chair Canter asked for clarification if the letter indicated state employees or department employees. Ms. House answered the letter referenced department employees. Co-Vice-Chair

Canter stated in substance Ms. House could have reached out to the EMC Coordinator for assistance as she was not a department employee.

Committee Member Pauline Beigel asked if the requirement to not access NEATS was included in the March 16, 2016, letter. Gennie Hudson, Personnel Officer II for the Department of Administration, Division of Human Resource Management, Agency HR Services, stated in substance the March 16, 2016, letter did not indicate not accessing NEATS.

SPCSA Director Patrick Gavin (“Mr. Gavin”) stated in substance that Ms. House was not allowed to log in to specific agency systems. SPCSA Administrative Officer II Jessica Hoban indicated in substance that she spoke with Ms. House regarding not accessing any agency systems, and only referred to NEATS when speaking about timesheets.

The Committee deliberated on the issues presented. Committee Member Beigel stated in substance she would be agreeable to granting the continuance; Committee Member Thompson was in agreement. Committee Member Claudia Stieber noted in substance she was concerned Ms. House waited until the day of the hearing to make her concerns known rather than making contact with the agency or EMC Coordinator, and was unsure if the EMC had jurisdiction over the matter.

Co-Vice-Chair Canter requested a motion.

MOTION: Moved to grant the request for continuance to allow Ms. House time to prepare for the hearing on motion to dismiss.
BY: Committee Member Beigel
SECOND: Committee Member Thompson
VOTE: The motion passed with a majority 3:4 vote; Committee Member Stieber voted in the negative.

Mr. Gavin stated in substance Ms. House could access NEATS; SPCSA’s intention was to not allow Ms. House to work while being on administrative leave.

5. Public Comment

There were no comments from the audience or from the Committee Members.

6. Adjournment

Co-Vice-Chair Canter asked for a motion

MOTION: Moved to adjourn.
BY: Committee Member Thompson
SECOND: Committee Member Beigel
VOTE: The vote was unanimous in favor of the motion.