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MEMORANDUM
HR#20-25

June 10, 2025

TO: Department Directors
Division Administrators
Agency Personnel Liaisons
Labor Relations Listserv Recipients

FROM: Bachera Washington, Administrator *Bachera Washington*
Division of Human Resource Management

SUBJECT: Registration Now Open – Collective Bargaining Agreement (CBA) Training

This memo serves as formal notice that registration is now open for Collective Bargaining Agreement (CBA) training. As we approach the effective dates of several labor contracts, it is critical that all department leadership including supervisors, human resources professionals, payroll staff, and any individuals who oversee bargaining unit positions complete this training.

The purpose of this mandatory training is to ensure that all State leadership fully understand their responsibilities and obligations under the CBAs. The sessions will cover key provisions and implementation procedures specific to the agreements negotiated with the following bargaining units: AFSCME, BBFFA, NPU, FOP, and NPOA.

The Labor Relations Unit has already contacted departments with employees represented by BBFFA, NPU, FOP, and NPOA to coordinate and schedule the necessary training sessions.

Due to the size and scope of AFSCME, which represents employees across numerous departments, the Labor Relations Unit has scheduled multiple training sessions in NEATS to facilitate broad participation.

Training sessions will be offered regularly through the end of June, with a gradual reduction in frequency throughout July. While in-person training is currently being held in Carson City, additional in-person sessions will begin in Las Vegas after June to further support statewide accessibility. Sessions are available in multiple formats including in-person and virtual to accommodate varying operational needs. When feasible, in-person attendance is strongly

encouraged to foster engagement and promote interactive learning

Department leadership is expected to make this mandatory training a priority and ensure that all appropriate supervisors and above are registered and scheduled to attend. This is a critical step toward ensuring consistent compliance and smooth contract implementation across all agencies.

This training is not for employees who do not supervise. Any employee covered under a CBA who wishes to know more about their respective agreement, should reach out to their union representative.

If you have any questions regarding the information above or need additional assistance, please contact the Labor Relations Unit at laborrelations@admin.nv.gov.