

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for Board of Regents Special Meeting, February 3, 2023
Date: Tuesday, January 31, 2023 8:33:28 AM

Public comment submitted through NSHE Online form

Public Comment for Board of Regents Special Meeting, February 3, 2023

Email: jankbill@yahoo.com

Name: william jankowiak

Address:

Phone Number:

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: February 3, 2023

Agenda Item: collective bargaining at the university

In Favor / Opposed / Other: In Favor

Comment:

I write in support of allowing collective bargaining at the University of Nevada higher educational system. I have noticed that administrators who were once college teaching faculty gradually over the years lose come to see themselves as the "elite" and the faculty as its servants. I imagine this is natural state when there are no checks and balances—they are the employers and the faculty are employees. This arrangement may work well in other corporations but it is less effective in a university where faculty and administration needs to work together in producing a more fruitful outcome. Most of the committee work is performed not by administration but by the faculty. So the faculty are already involved with important educational affairs. An equally important issue is the budget. As former Governor and UNLV president Kenny Guinn noted upon leaving UNLV – "It is essential for the faculty to follow the money" or the budget to understand how funds and values are being distributed. Without collective bargaining the faculty can not participate in the budget or related university discussions. One solution is checks and balance which collective bargaining will bring. I urge the Board of Regents to seriously consider this as a viable avenue for improving Nevada's higher educational experience.

Agreed that all the information above is true and accurate: Yes

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This e-mail was sent from a contact form on Nevada System of Higher Education
(<https://nshe.nevada.edu>)

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for Board of Regents Special Meeting, February 3, 2023
Date: Tuesday, January 31, 2023 10:59:02 AM

Public comment submitted through NSHE Online form

Public Comment for Board of Regents Special Meeting, February 3, 2023

Email: jeremy.l.bowling@gmail.com

Name: Jeremy Bowling

Address:

Phone Number:

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: February 3, 2023

Agenda Item: Support BDR 155

In Favor / Opposed / Other: No Position stated – Concerned or Neutral

Comment:

Collective bargaining in Higher Education is not only about monetary issues and benefits. It has more to do with non-monetary issues such as protection of academic freedom, workload, service and research expectations, modes of instruction and adequate facilities, faculty evaluation and promotion, improved due process for grievances and disciplinary actions, and reinforced guarantees for shared governance. Faculty unionization correlates with higher retention and graduation rates at lower cost. By providing higher ed employees with collective bargaining, you will be putting students first.

Agreed that all the information above is true and accurate: Yes

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This e-mail was sent from a contact form on Nevada System of Higher Education
(<https://nshe.nevada.edu>)

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for Board of Regents Special Meeting, February 3, 2023
Date: Tuesday, January 31, 2023 3:05:31 PM

Public comment submitted through NSHE Online form

Public Comment for Board of Regents Special Meeting, February 3, 2023

Email: daniel.benyshek@unlv.edu

Name: Daniel Benyshek

Address:

Phone Number:

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: February 3, 2023

Agenda Item: Collective bargaining for faculty and professional employees

In Favor / Opposed / Other: In Favor

Comment:

NSHE has allowed faculty collective bargaining since 1990 (NSHE Handbook Title 4, Chapter 4), but the bargaining process is a half-measure without statutory rules in which one side controls the bargaining. Furthermore, a collective bargaining statute is needed so that faculty and professional employees can resolve contract disputes through the Nevada Government Employee—Management Relations Board (EMRB) and not only by campus administrations (as happens now), which can err by being too autocratic and ignoring the good faith recommendations of faculty grievance and/or adjudication committees. By supporting a collective bargaining statute, high NSHE litigation and settlement expenses will be reduced through (1) informal resolution of employment-related issues at early stages through union representation and, (2) the arbitration of grievances for prompt final resolution when needed. This will avoid costly lawsuits.

Agreed that all the information above is true and accurate: Yes

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This e-mail was sent from a contact form on Nevada System of Higher Education

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for Board of Regents Special Meeting, February 3, 2023
Date: Tuesday, January 31, 2023 1:52:45 PM

Public comment submitted through NSHE Online form

Public Comment for Board of Regents Special Meeting, February 3, 2023

Email: karengarry@hotmail.com

Name: Karen G. Harry

Address:

Phone Number:

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: February 3, 2023

Agenda Item: BDR 155

In Favor / Opposed / Other: In Favor

Comment:

I am writing in strong support of the Nevada Faculty Alliance's Collective Bargaining Bill, BDR 155. Collective Bargaining would benefit all parties involved: it will benefit NSHE faculty by improving morale and productivity; it will improve the educational experience of students, and will result in lower costs and higher graduation rates (see NFA data).

Agreed that all the information above is true and accurate: Yes

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This e-mail was sent from a contact form on Nevada System of Higher Education
(<https://nshe.nevada.edu>)

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for Board of Regents Special Meeting, February 3, 2023
Date: Tuesday, January 31, 2023 3:17:51 PM

Public comment submitted through NSHE Online form

Public Comment for Board of Regents Special Meeting, February 3, 2023

Email: john.curry@unlv.edu

Name: John Curry

Address:

Phone Number:

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: February 3, 2023

Agenda Item: Agenda Item BDR 155 (Collective Bargaining)

In Favor / Opposed / Other: In Favor

Comment:

I wish to make a short statement supporting BDR 155, which needs to be a top priority given recent developments. The skyrocketing cost of living, and the growing demoralization of faculty over working conditions at our university requires new approaches to problems that have been swept under the rug for far too long. Compensation and benefits have become especially problematic, and many of us are being economically priced out of the Las Vegas market. In response, we have received only small adjustments and meaningless merit increases that don't even justify the cost of applying much of the time. Collective bargaining would provide the needed leverage to prevent university faculty from being left out in the cold every legislative session, while other units succeed. But also, collective bargaining addresses a growing number of non-monetary issues, such as protection of academic freedom (seen most recently in the Hamline debacle) and discussions over the best ways to allocate service and teaching responsibilities. Moreover, multiple studies have shown that faculty unionization correlates with higher retention and graduation rates, at lower cost because many of the expenses caused by non-unionized systems (e.g., lawsuits, bad decision-making that cannot be effectively contested, etc.) are significantly diminished. In the end, the board should keep in mind that faculty working conditions are very much student learning conditions—the

demoralization is starting to take a toll on students as well, as especially poorly-paid faculty hired since 2005 begin to seek out side gigs to make ends meet and decline additional responsibilities as a result. In short, these are matters that need to be urgently addressed, and faculty need the same representation as other units to achieve a fair shake. Based on many conversations with other faculty both inside and outside of my unit, I fear that without it, the university system in Nevada will have a dim future.

Agreed that all the information above is true and accurate: Yes

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This e-mail was sent from a contact form on Nevada System of Higher Education
(<https://nshe.nevada.edu>)

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for Board of Regents Special Meeting, February 3, 2023
Date: Thursday, February 2, 2023 8:51:20 AM

Public comment submitted through NSHE Online form

Public Comment for Board of Regents Special Meeting, February 3, 2023

Email: doug.unger@nevadafacultyalliance.org

Name: Douglas A. Unger

Address: Department of English, UNLV

Phone Number:

Representing someone other than yourself?: Nevada Faculty Alliance – affiliated with the American Association of University Professors & American Federation of Teachers (AFL-CIO)

Meeting: Board of Regents Special Meeting

Meeting Date: February 3, 2023

Agenda Item: Agenda item #4 – Proposed Legislation – Collective Bargaining for Professional Employees

In Favor / Opposed / Other: In Favor

Comment:

Doug Unger, President, UNLV Chapter, Nevada Faculty Alliance. Thank you Chair Brooks, Vice Chair Arrascada, and distinguished Regents for your consideration. For agenda Item #4, Proposed Legislation, we hope the Board can support Collective Bargaining for professional employees, including NSHE faculty. We've been meeting with some of you, and you've asked: why do faculty need collective bargaining? Strong reasons are: how collective bargaining correlates with higher retention and graduation rates; how we could resolve disputes more equitably; how NSHE could save millions in litigation costs through mediation and arbitration. Faculty have almost no say in salaries that are, by latest comparisons, sixteen to twenty-one percent below national averages. We have a fourteen percent turnover rate. Administrators increasingly ignore recommendations of peer review and grievance committees. Morale is low. It's difficult to hire in many disciplines. Our faculty feel powerless, treated as mere employees of a machinery that turns out a certain percentage of graduates per year, scarcely acknowledged on new NSHE and college and university websites.

How do you expect to attract students by barely mentioning who will teach them? Surveys show two-thirds of our faculty consider Collective Bargaining a possible solution. The art of being a professor is not only mastering the skills and knowledge we teach. It's the art of enthusiasm, showing students not only our fields and subjects but our passion for them. Nothing in this system succeeds unless we do. We support Collective Bargaining to make sure faculty are no longer overlooked, so that our voices are heard, so that we can better do this passionate work for students so they can learn and achieve and become one day the most joyous possible versions of themselves. Thank you.

Agreed that all the information above is true and accurate: Yes

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This e-mail was sent from a contact form on Nevada System of Higher Education
(<https://nshe.nevada.edu>)

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for Board of Regents Special Meeting, February 3, 2023
Date: Thursday, February 2, 2023 9:58:19 AM

Public comment submitted through NSHE Online form

Public Comment for Board of Regents Special Meeting, February 3, 2023

Email: jfbyrnes01@gmail.com

Name: Jennifer F Byrnes

Address:

Phone Number:

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: February 3, 2023

Agenda Item: Agenda Item 4, BDR155

In Favor / Opposed / Other: In Favor

Comment:

We are asking the Board of Regents to support the NFA bill that will put Collective Bargaining in statute in support of NSHE faculty and professional employees for the following reasons:

Studies show that faculty unionization correlates with higher retention and graduation rates at lower cost.

Collective bargaining agreements promote institutional integrity by setting mutual rules for faculty and administrations to promote better functioning of Higher Education.

Collective bargaining agreements between faculty and NSHE can be used as leverage with the Legislature and Governor for funding mutual goals that improve student outcomes.

Compensation and benefits are important, but collective bargaining in Higher Education has more to do with non-monetary issues such as protection of academic freedom; workload; service and research expectations; modes of instruction and adequate facilities; faculty evaluation and promotion; improved due process for grievances and disciplinary actions; and, reinforced guarantees for shared governance.

In 2021, the State funded 3% COLA raises for Classified employees in state-sanctioned collective bargaining units but only 1% for NSHE faculty. The NFA If passed, the NFA

Collective Bargaining bill (BDR 155)t NSHE faculty and professional employees on a level playing field.

NSHE has allowed faculty collective bargaining since 1990 (NSHE Handbook Title 4, Chapter 4), but the bargaining process is a half-measure without statutory rules in which one side controls the bargaining.

A collective bargaining statute is needed so that faculty and professional employees can resolve contract disputes through the Nevada Government Employee—Management Relations Board (EMRB) and not only by campus administrations (as happens now), which can err by being too autocratic and ignoring the good faith recommendations of faculty grievance and/or adjudication committees.

Agreed that all the information above is true and accurate: Yes

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This e-mail was sent from a contact form on Nevada System of Higher Education (<https://nshe.nevada.edu>)



Nevada Faculty Alliance
840 S. Rancho Dr. Ste 4-571
Las Vegas, NV 89106

February 2, 2023

Board of Regents
Nevada System of Higher Education

Re: Public Comment for the February 3, 2023, Special Meeting, Agenda Item 4

Dear Chair Brooks, Vice Chair Arrascada, and members of the Board of Regents:

For forty years since 1983, the Nevada Faculty Alliance has worked to empower our members to be fully engaged in our mission to help students succeed. Since 1990, one of the methods of that engagement has been collective bargaining to negotiate on matters of mutual concern between faculty and institutional administrations to enhance institutional efficiency. Support of collective bargaining is the established policy of the Board of Regents in Title 4 Chapter 4 of the NSHE Handbook. The NFA currently represents faculty bargaining units at CSN, TMCC, and WNC, where successful collective bargaining agreements have been approved by the Regents.

Since state classified employees gained the statutory right to collectively bargain with the Executive Department in 2019, there have been disparities in treatment between NSHE classified and professional employees. For example, in the 2021 Legislature, state employees in state collective bargaining units received a 3% cost-of-living adjustment, while other state employees including faculty in NSHE collective bargaining units received only a 1% COLA.

A bill to be introduced this session (Bill Draft Request 155) will correct the disparity between employee groups at NSHE by placing collective bargaining provisions for NSHE professional employees in statute. As described in the attached summary, the bill will mimic the rights and responsibilities currently in NRS 288 for other public employers and employee groups in Nevada. It will not change Nevada as a right-to-work state with strong anti-strike provisions for public employees.

We respectfully request support from the Board of Regents for the collective bargaining bill for NSHE professional employees when it is introduced this session. The bill proposal has been submitted to the Legislative Counsel Bureau and provided to the NSHE Chancellor and General Counsel—a summary is attached and the full text is available on request. The bill will retain or enhance the authority and power of the Board of Regents over collective bargaining processes in the following ways:

- Section 39(2) of the bill proposal requires the Board of Regents to approve any collective bargaining agreement, just as the Board does now under Title 4 Chapter 4 of the NSHE Handbook.

- Section 50(5) stipulates that the Board of Regents (or its institutions as delegates) conducts all collective bargaining negotiations for NSHE professional employees, not another state agency.
- Section 65 adds statutory authority for the Board of Regents to conduct negotiations and enter into collective bargaining agreements. That authority is not in current statutes. Title 4 Chapter 4, Section 1(2), of the NSHE Handbook derives the authority for collective bargaining from the Board's constitutional powers, which of course is under threat if SJR 7 passes.
- Sections 40 and 41 stipulate what happens if a provision of a collective bargaining agreement requires legislative action to be put into effect. Section 41 gives explicit statutory authority for NSHE to submit budget requests to fund a collective bargaining agreement. Section 40 and Section 61 require a Governor's Bill Draft Request for implementation of an agreement, effectively a power to submit BDRs that NSHE completely lacks now!

BDR 155 will provide many benefits for NSHE and its professional employees, not the least processes to prevent personnel issues from going to litigation—saving legal and settlement expenses for NSHE and its institutions.

Please let me know if you have any questions or if we can provide further information, including the full text of the bill proposal if desired.

Sincerely,

Kent M Ervin

Dr. Kent M. Ervin
State President, Nevada Faculty Alliance
kent.ervin@nevadafacultyalliance.org
775-453-6837



The [Nevada Faculty Alliance](#) is the statewide independent association of professional employees at the colleges and universities of the Nevada System of Higher Education. The NFA is affiliated with the American Association of University Professors and the American Federation of Teachers/AFL-CIO. The NFA/AAUP represents faculty collective bargaining units at the College of Southern Nevada, Truckee Meadows Community College, and Western Nevada College, with advocacy chapters at Great Basin College, Nevada State College, the University of Nevada, Las Vegas, and the University of Nevada, Reno. The NFA advocates for higher education as a common good, academic freedom, and empowering our faculty members to be fully engaged in our mission to help students succeed.



NEVADA FACULTY ALLIANCE

The [Nevada Faculty Alliance](#) is the independent statewide association of professional employees of the Nevada System of Higher Education. The NFA is affiliated with the American Association of University Professors, which advocates for academic freedom and shared governance, and the American Federation of Teachers, which represents over 300,000 higher education professional employees. NFA is the bargaining agent for faculty bargaining units at the College of Southern Nevada, Truckee Meadows Community College, and Western Nevada College.

The Nevada Faculty Alliance works to empower our members to be fully engaged in our mission to help students succeed.

Collective Bargaining for NSHE Professional Employees

BDR 155 to establish collective bargaining rights for NSHE professionals in Nevada statutes.

“Every American deserves the dignity and respect that comes with the right to collectively bargain.” – Joe Biden

“Where free unions and collective bargaining are forbidden, freedom is lost.” – Ronald Reagan

Effective and efficient employment settings depend on the proper balance of power. Because NSHE professional employees lack collective bargaining rights in statute, existing bargaining units operate under internal NSHE regulations, giving the Board of Regents as management the sole power to write and determine the implementation of collective bargaining rules. Establishing collective bargaining for NSHE professionals in statute will uphold the longstanding American tradition to empower faculty so they can retain the dignity and respect necessary to provide a high-quality education to the students who will decide Nevada’s future.

Institutional Efficiency

Increase student/faculty retention and improve academic governance

Collective bargaining provides a framework for helping faculty achieve institutional goals, as evidenced by research demonstrating a **statistically significant increase in student retention with faculty unionization**.

Faculty unionization also improves the efficiency of academic governance—through a variety of research-backed models—by encouraging meaningful faculty participation in shared institutional decision-making.

Fiscal Responsibility

Reduce cost per degree awarded without a fiscal impact to the state

A 2014 study associated faculty unionization with a savings of \$13,500 in core expenses per degree awarded (and an additional 1.2 degrees awarded per 100 students enrolled). Among eight variables, **faculty unionization was the only method that achieved both lowered cost and increased student completion**.

By increasing efficiency, collective bargaining offsets salary increases.

Fairness and Equity

Treat NSHE professionals equitably

The 8,000 faculty members of NSHE are the largest group of public employees in Nevada who do not have collective bargaining rights in statute. We support a bill to **align collective bargaining rules for NSHE professional employees with those of state Classified employees and local government employees** in NRS 288.

Academic Freedom

Promote academic freedom

Collective bargaining agreements in higher education protect the tradition of academic freedom necessary for a full and effective education.

Additional Highlights

- Securing collective bargaining rights in statute will save time and money by giving faculty employees access to the Government Employee-Management Relations Board (EMRB) and to arbitration for conflict resolution, as an alternative to expensive litigation.
- Because NSHE already allows collective bargaining and has the supporting infrastructure, the modest EMRB fees represent this bill’s only fiscal impact.
- The bill would not interfere with unions for local government or state Classified employees, nor would it change existing right-to-work law.

Collective Bargaining for NSHE Faculty (BDR 155)

The proposed bill would establish statutory collective bargaining rights for NSHE professional employees similar to those in NRS 288 for local government employees and for state Classified employees. **The specific features of the bill proposal are as follows:**

- The bill proposal largely follows the collective bargaining rules already established in NRS 288 for local government employees and state Classified employees, with some clarifications needed for professional employees in higher education.
- New sections are in a separate subhead of NRS chapter 288 and do not affect the sections for local government employees and state Classified employees.
- The bill would cover NSHE professional employees, including academic and non-managerial administrative faculty and instructors on semester-by-semester contracts. It explicitly excludes state Classified staff and local government employees.
- The definition of bargaining units uses the "community of interest" standard, which is flexible so that employees and administrators of each NSHE institution can negotiate the composition of bargaining units. For example, bargaining units for academic faculty and administrative faculty and various campuses could be separate or combined according to campus needs and culture. The bill would allow the formation of bargaining units for part-time instructors and assistants.
- The bill would give NSHE professional employees and their professional organizations access to the state Government Employee-Management Relations Board (EMRB) and to arbitration for conflict resolution as an alternative to litigation. This would lower costs in time and money—a clear benefit to both sides.
- Three NSHE campuses (CSN, TMCC, WNC) currently have collective bargaining under NSHE code represented by the Nevada Faculty Alliance. The bill would continue those bargaining units and their contracts until renegotiated under the new statute.
- The bill would clarify the right for representation for faculty employees in disciplinary or grievance meetings, similar to the rights for state Classified employees in NRS 284.
- Because NSHE already allows collective bargaining under its internal regulations, the support infrastructure is in place and the only expected fiscal note would be the annual fee of up to \$10 per employee that NSHE would pay to support the Government Employee-Management Relations Board. Per the bill, NSHE and not the state Labor Relations Unit in DHRM will be responsible for all negotiations and labor relations within NSHE.
- Negotiations over benefits provided by PEBP and PERS are specifically excluded.
- Nevada is a right-to-work state with no-strike provisions for public employees. This bill would not change that.

Sources

- Bucklew, N., Houghton, J. D., & Ellison, C. N. (2012). Faculty Union and Faculty Senate Co-Existence: A Review of the Impact of Academic Collective Bargaining on Traditional Academic Governance. *Labor Studies Journal*, 37(4), 373-390.
- Cassell, M., & Halaseh, O. (2014). The Impact of Unionization on University Performance. *Journal of Collective Bargaining in the Academy*, 6(1), Article 3.
- Porter, S. R. (2013). The Causal Effect of Faculty Unions on Institutional Decision-Making. *Industrial & Labor Relations Review*, 66(5), 1192-1211.

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for Board of Regents Special Meeting, February 3, 2023
Date: Thursday, February 2, 2023 2:14:37 PM

Public comment submitted through NSHE Online form

Public Comment for Board of Regents Special Meeting, February 3, 2023

Email: shuber@tmcc.edu

Name: Scott Huber

Address:

Phone Number:

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: February 3, 2023

Agenda Item: Collective Bargaining for NSHE Professional Employees

In Favor / Opposed / Other: In Favor

Comment:

I think it is important for the Nevada System of Higher Education to support the collective bargaining bill for professional employees during the next legislative session. There is a serious need to reestablish the integrity of the System and the various institutions. Collective bargaining, in my view, will go a long way toward creating a credibility now lacking.

Agreed that all the information above is true and accurate: Yes

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This e-mail was sent from a contact form on Nevada System of Higher Education
(<https://nshe.nevada.edu>)

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for Board of Regents Special Meeting, February 3, 2023
Date: Friday, February 3, 2023 6:34:10 AM

Public comment submitted through NSHE Online form

Public Comment for Board of Regents Special Meeting, February 3, 2023

Email: apason@unr.edu

Name: Amy Pason

Address:

Phone Number:

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: February 3, 2023

Agenda Item: Item #4 in relation to BDR 155 (Collective Bargaining)

In Favor / Opposed / Other: In Favor

Comment:

I am writing requesting the the Board of Regents supports efforts of the Nevada Faculty Alliance in their proposed bill (sponsored by Assembly Member Sarah Peters) to include higher education employees into state statute as recognized collective bargaining units. Doing so will allow those of our institutions with collective bargaining to have the same rights and access to resources as other state employee union groups. This includes being able to resolve contract disputes with the Nevada Government Employee-Management Relations Board. Being able to work with such an outside party should ensure that disputes can be resolved without resorting to lengthy, and costly litigation. If some of our institutions which currently do not have collective bargaining wish to pursue this path in the future, they will also have the confidence and resources in doing so as other state worker collective bargaining units. Additionally, have state recognized collective bargaining could have the added benefit of the state legislature taking more seriously our needs for compensation as negotiated and in collectively bargained contracts. It is time to get higher ed collective bargaining up to date with current state collective bargaining statutes.

Agreed that all the information above is true and accurate: Yes

From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for Board of Regents Special Meeting, February 3, 2023
Date: Friday, February 3, 2023 8:11:05 AM

Public comment submitted through NSHE Online form

Public Comment for Board of Regents Special Meeting, February 3, 2023

Email: jim.new@nevadafacultyalliance.org

Name: Jim New

Address:

Phone Number:

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: February 3, 2023

Agenda Item: Agenda items 4 and 5

In Favor / Opposed / Other: In Favor

Comment:

Good morning. My name is Jim New. I am a faculty member and President of the TMCC Chapter of NFA.

Faculty work conditions are student learning conditions. With that in mind, I will direct my comments to items number 4 and 5 on today's agenda.

I was happy to see the collective bargaining bill for NSHE professionals among the legislative topics you will discuss today. I encourage you to actively support passage of the bill during this session. As you've already heard, the 8,000 NSHE faculty members constitute the largest group of public employees in Nevada without collective bargaining rights in state law.

TMCC was the first college approved for collective bargaining in 1992 under Title 4, Chapter 4 of the Handbook. I have been at the bargaining table multiple times, both as an administrator and a faculty member. Each negotiation has clarified and improved processes to the benefit of both faculty and administration for issues like dispute resolution, workload assignments, and the annual evaluation process. The collective bargaining bill will still allow local negotiations

on specific issues, but it will also level the playing field for all institutions. I strongly encourage the board to pass a resolution in support of this bill.

With regard to the strategic plan, I applaud the Board for its student-centric approach. Unfortunately, this plan omits the critical role that employees serve. An engaged and dynamic workforce is essential for the system to achieve its objectives, but salary policies that have resulted in years of compensation stagnation, inadequate cost of living adjustments, and cuts to core benefits have led to demoralization, high turnover, and general dissatisfaction among the rank and file. Since faculty work conditions are student learning conditions, I encourage the Board to add language to the strategic plan that values and nurtures our human capital at all levels of NSHE.

Agreed that all the information above is true and accurate: Yes

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From: [WordPress](#)
To: [Keri Nikolajewski](#); [Angela Palmer](#); [Winter Lipson](#)
Subject: Public Comment for Board of Regents Special Meeting, February 3, 2023
Date: Friday, February 3, 2023 8:36:33 AM

Public comment submitted through NSHE Online form

Public Comment for Board of Regents Special Meeting, February 3, 2023

Email: staci.walters@csn.edu

Name: Staci Walters

Address:

Phone Number:

Representing someone other than yourself?:

Meeting: Board of Regents Special Meeting

Meeting Date: February 3, 2023

Agenda Item: BDR 155 Collective Bargaining for Professional Employees

In Favor / Opposed / Other: In Favor

Comment:

Hi, my name is Staci Walters. I am a faculty member at C SN and an NFA Member. I am here today to ask the Chancellor and Regents to support the bill BDR 155 titled "Collective Bargaining for Professional Employees", which is expected to have bipartisan support in this legislative cycle. NSHE faculty have limited collective bargaining rights under the NSHE Handbook (Title 4 Chapter 4), but we need the same rights (and responsibilities) as other public employees in Nevada in NRS 288.

I was here in December speaking on the successful CSN collective bargaining agreement, and I can say that faculty need a morale boost, they need the same 3% COLAs and the same rights as all other NV state employees.

Supporting this bill says that YOU, and NSHE, care about employees and believe your employees should be heard. This bill allows NSHE employees to utilize the existing resources of the Nevada Government Employee-Management Relations Board, EMRB, when they have grievances. It creates mutual rules for administration and faculty, such as simple due process for grievances. NSHE Code allows a collective bargaining process, but also allows one-side to control the rules of engagement without independent third-party appeals, thus creating expensive lawsuits that often bear your name as Regents. However, if we instead use unions

and arbitration to facilitate grievances, it will reduce NSHE's expenses on litigations and settlements by re-directing employee grievances to the clear, established, tried, and true EMRB structures used by all other NVstate employees. Faculty need your voice and state legislators need to hear you state that NSHE supports BDR 155, the collective bargaining bill. Give state employees equal rights.

Thank you for supporting NSHE faculty and professional employees.

Agreed that all the information above is true and accurate: Yes

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This e-mail was sent from a contact form on Nevada System of Higher Education
(<https://nshe.nevada.edu>)