



# WASHOE COUNTY

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## STAFF REPORT

BOARD MEETING DATE: September 8, 2015

**DATE:** September 1, 2015  
**TO:** Board of County Commissioners  
**FROM:** John Listinsky, Director of HR/Labor Relations  
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**THROUGH:** Joey Orduna Hastings, Assistant County Manager  
328-2000, [jhastings@washoecounty.us](mailto:jhastings@washoecounty.us)  
**SUBJECT:** Discussion and possible action to approve a final extension of expired Collective Bargaining Agreements beyond the current September 11, 2015 extension date to September 30, 2015. (All Commission Districts).

### SUMMARY

Discussion and possible action to approve a final extension of expired Collective Bargaining Agreements beyond the current September 11, 2015 extension date to September 30, 2015.

**Washoe County Strategic Objective supported by this item:** legal obligation to comply with our statutory mandate to engage in collective bargaining pursuant to NRS 288.

### PREVIOUS ACTION

On August 11, 2015 the Board approved a second extension of existing Collective Bargaining Agreements to a new expiration date of September 11, 2015.

On June 23, 2015 the Board approved a 45-day extension of existing Collective Bargaining Agreements beyond the June 30, 2015 expiration date to August 14, 2015 in response to SB 241 of the 2015 legislative session as it affects NRS 288.

The Board ratified Labor Agreements for the Washoe County Employees Association, Washoe County Supervisory Employees Association, Washoe County Nurses Association, Washoe County Supervisory Nurses Association, Washoe County District Attorney Investigators Association, Washoe County Supervisory District Attorney Investigators Association and the Washoe County Public Attorneys Association for the period of July 1, 2014 through June 30, 2015.

### BACKGROUND

During the 2015 State of Nevada legislative session SB 241 was enacted into law amending NRS 288.155 regarding local government collective bargaining and directed at eliminating "evergreen" language allowing collective bargaining agreements to remain in effect beyond the end of its stated term until a successor agreement becomes effective. This amendment provides that upon the end of the term stated in a collective bargaining

AGENDA ITEM # 10

agreement, and until a successor agreement becomes effective, a local government employer shall not, with limited exceptions, increase any compensation or monetary benefits paid to or on behalf of employees in the affected bargaining unit. The Board approved a 45-day extension of existing Collective Bargaining Agreements expiring on June 30, 2015, to August 14, 2015, and also an additional extension to September 11, 2015 in order to allow an opportunity for the County to complete good faith bargaining with the bargaining units. The remaining agreements have been ratified by their respective memberships and are being prepared for placement on the Board agenda of September 22, 2015. In order to make provision for approval of these agreements beyond the September 11, 2014 expiration, this item is to request a final extension of all remaining Collective Bargaining Agreements to September 30, 2015.

Representatives for the parties have engaged in extensive negotiations for successor Agreements since February 2015.

**FISCAL IMPACT**

None.

**RECOMMENDATION**

Staff recommends the Board approve a final extension of expired Collective Bargaining Agreements beyond the current September 11, 2015 extension date to September 30, 2015.

**POSSIBLE MOTION**

Should the Board determine that an additional extension is appropriate, a possible motion would be: "Move to approve a final extension of expired Collective Bargaining Agreements beyond the current September 11, 2015 extension date to September 30, 2015."