

MINUTES
LAS VEGAS-CLARK COUNTY LIBRARY DISTRICT
SPECIAL BOARD OF TRUSTEES MEETING
LAS VEGAS, NEVADA
May 7, 2007
(approved May 17, 2007)

The Board of Trustees of the Las Vegas-Clark County Library District met in special session in the Las Vegas Library, Las Vegas, Nevada, at 12:00 p.m., Monday, May 7, 2007.

Present: Board: V. Davis-Hoggard K. Carter
F. Sponer (via phone) L. Harala
A. Arthurholtz A. Aguirre
K. Benavidez J. Costello

Counsel: G. Welt

Absent: L. Overstreet
E. Sanchez

Staff: Daniel L. Walters, Executive Director
Numerous Staff

Guests: None

V. Davis-Hoggard, Chair, called the meeting to order at 12:07 p.m.

Roll Call All members listed above represent a quorum.

Agenda Trustee Sponer moved to approve the Agenda as proposed. There was no opposition and the motion carried.

Discussion and possible Board action to authorize the Executive Director to sign the collective bargaining agreements with Teamsters Local Union No. 14 that were ratified by the membership on April 22, 2007. (Item III.)

Chair Davis-Hoggard indicated that Trustees had received regular updates on the negotiations by Counsel and staff throughout the negotiating period with the most recent report occurring at the April 12th meeting.

The following highlights of changes to the collective bargaining agreements (CBA) represent the terms previously agreed to by both parties as well as resolution of outstanding issues. These terms were reported to the Board at its briefing session on April 12, 2007 by Scott Abbott, Esq., of the Kamer Zucker Abbott law firm.

Changes to the existing CBAs, which expired on June 30, 2006, include:

- All contracts will be for a period of five (5) years commencing July 1, 2006 and expiring on June 30, 2011.
- Cost of living adjustment in wages only for all covered employees will be 4% for the first year of the contracts, retroactive to July 1, 2006; 3.5% for the second year of the contracts; and 3% for the third, fourth and fifth years of the contracts.
- An increase in premiums paid to the Teamsters Security Fund for Southern Nevada for health insurance coverage for eligible employees will take effect May 1, 2007. The Library District will continue to contribute 90% of health insurance

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premiums based on maximum rates for single and family coverage, with eligible employees contributing the remaining 10%. Premium rates will be \$292.40 per month for single coverage and \$824.48 per month for family coverage for the period of May 1, 2007 through June 30, 2007; \$324.16 per month for single coverage and \$914.01 per month for family coverage for the second year of the contracts; \$359.70 per month for single coverage and \$1014.24 per month for family coverage for the third year of the contracts; \$399.52 per month for single coverage and \$1126.51 per month for family coverage for the fourth year of the contracts; and \$444.14 per month for single coverage and \$1252.32 per month for family coverage for the fifth year of the contracts.

- Provides that only full-time employees hired prior to October 1, 2006 will be entitled to longevity benefits. Mr. Walters reiterated the above date as earlier updates used a May 1, 2007 date.
- Provides that Teamsters Security Fund shall provide coverage to all full-time, non-represented employees.
- Provides that employees may, at their own cost, enroll in certain supplemental insurance benefits through District's broker of record, including short term disability, supplemental group term life insurance and cancer insurance.
- Adds right of employee to representative during investigatory interview and potential postponement of interview to secure representative for employee.
- Increases to ten working days (from four) for HR to commence investigation prior to notice of hearing which imposes discipline.
- Adds that shop steward or Business Agent, if requested by employee, may participate in the investigation and all levels of grievance procedure.
- Adds that at Step 1 of grievance procedure, response may be given by immediate supervisor or other designee as determined by District.
- Adds that procedurally deficient grievances may be dismissed by District but allows Union five working days to cure deficiency once notified. Also provides that all grievances are to be submitted on Union's standard grievance form.
- Changes mediation to a voluntary rather than mandatory process prior to arbitration.

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- Adds that arbitrator's award must be issued within three months of receipt of post-hearing briefs or arbitrator shall waive one-half of his fee.
- Provides that if employee elects to proceed on his own to arbitration, he is required to deposit arbitrator's anticipated fees/expenses as requested by arbitrator. Failure to do so within 20 days of the request will render grievance withdrawn with prejudice. Also provides that both parties shall share expenses of court reporting services.
- Adds that District will provide in writing all changes in compensation for bargaining unit employees to Union.
- Provides discretion to District to determine either five 8-hour or four 10-hour shifts for bargaining unit employees.
- Incorporates existing Letter of Understanding into contract whereby Union has 30 days to challenge letter by District identifying previous positions held by bargaining unit employees (for bumping rights). If no challenge within that time frame, District's letter will be presumed correct.
- Adds that exempt employees may have leave deducted in one-hour increments.
- Incorporates language of existing Letter of Understanding regarding procedure for taking floating holidays.
- Provides that accredited MLIS or equivalent courses may qualify for reimbursement and caps maximum reimbursement at six college units per fiscal year (increased from three college units per fiscal year).
- Incorporates current Letter of Understanding regarding requirement by certain employees who drive in furtherance of District business to furnish copy of current driver record on annual basis.
- Adds that for pre-employment testing, a retest may be done at applicant's expense at laboratory approved by District and that District may, at its expense, require a third test which will be final and binding.
- Adds that unless explained in an acceptable manner, a positive test result will result in automatic dismissal which shall not be subject to grievance procedure.
- Provides that employees may schedule vacation leave in increments of at least 40 hours not to exceed 144 hours and District has 15 working days to respond to employee's request.
- Adds that any legislatively-mandated PERS contributions over 19.75% shall be borne by employee unless legislatively

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determined otherwise.

- Creates domestic/life partner policy for District and allows employees to declare and/or terminate a domestic partnership for purposes of certain benefit entitlements (*i.e.*, FMLA, sick leave, bereavement).
- Adds domestic/life partner to definition of "family member" for FMLA policy and sick leave policy.
- Adds domestic/life partner to definition of "family member" for bereavement leave and allows up to four days where death occurs 400 miles or more away and employee travels to that location.

Mr. Walters also updated Trustees on the outstanding issue regarding the District's appeal of the EMRB's decision to District Court on the right to hire and transfer employees. Walters said that, by agreement with Teamsters 14, if the District prevails at the District Court level, the District can implement the contract changes (the removal of the current contract language regarding promotion and transfer), regardless of whether or not the union chooses to appeal. If the union prevails in District Court, the contract language remains the same. Walters reminded Trustees that the language in the current contract regarding hiring, promotions and transfers remains the same as the previous contract.

Chair Davis-Hoggard commented that she appreciated the frequent updates provided by Counsel and staff to Trustees to ensure they were kept informed throughout the negotiations. Chair Davis-Hoggard feels that Trustees are comfortable with the final contract.

Trustee Sponer moved to authorize the Executive Director to sign the four (4) proposed collective bargaining agreements with Teamsters Local Union No. 14 that were ratified by the membership on April 22, 2007. There was no opposition and the motion passed.

**Public Comment
(Item IV.)**

None.

**Adjournment (Item
V.)**

Chair Davis-Hoggard moved to adjourn the meeting at 12:14 p.m. There was no opposition and the motion carried.

Respectfully submitted,

Kelly Benavidez, Secretary