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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.

Ag

: Yes

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

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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(<https://nshe.nevada.edu>)

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

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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(<https://nshe.nevada.edu>)

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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(<https://nshe.nevada.edu>)



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 support of / Opposed to / Other An :nyvr Tj/TT2 1 TfT(Comment :Tj/TT3 1 Tf(We are aki)g DherBoard of Reg

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

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 settle-3(S)-3(24-4()JTJET@.00

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 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 grievancy-4(b),ei 371(371.(p

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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(<https://nshe.nevada.edu>)



Public comment submitted through NSHE Online form

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

Email:

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>)