



STATE OF NEVADA
DEPARTMENT OF ADMINISTRATION
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MEMORANDUM

July 19, 2019

TO: All State Agencies

FROM: Deonne E. Contine, Director
Department of Administration

SUBJECT: Collective Bargaining for State Employees (SB135)

As you are likely aware, the 2019 Nevada legislature passed [Senate Bill 135](#), which authorizes collective bargaining for certain state employees, and Governor Sisolak signed the bill into law on June 12. The Division of Human Resource Management (DHRM) and the Government Employee-Management Relations Board (EMRB) are working to implement the provisions of the new law.

The following is some initial information for state agencies and employees regarding implementation.

Timeline

Date	Activity
Jun 12, 2019	SB135 became law
Jul 10, 2019	EMRB held public workshop on changes to its regulations based on SB135
Aug 1, 2019	Division of Human Resource Management (DHRM) provides recommendation for which employee classifications go into which bargaining units to the Government Employee-Management Relations Board (EMRB) EMRB makes recommendation available to the public
Aug 21, 2019	Deadline for labor organizations to object to bargaining unit recommendation
Aug-Sep	EMRB holds hearing on bargaining unit recommendation; labor organizations that objected can be heard and present evidence regarding bargaining unit classifications
Sep-Oct-Nov	EMRB establishes bargaining units and holds workshop on changes to its regulations
Late 2019-Early 2020	Regulations adopted by the Legislative Commission
	Selection process for exclusive representatives of each bargaining unit

Oct 31, 2020	Union representation determined for each participating bargaining unit
Nov 1, 2020	Bargaining may begin for initial collective bargaining agreements
Mar 1, 2021	Impasse resolution – arbitrations to begin on or before this date
Mar 15, 2021	Impasse resolution – arbitrator to submit decisions by this date
Mar – May, 2021	Governor submits bills for any provisions of collective bargaining agreements that require legislative appropriations
May (first week)	Final Economic Forum forecast (establishes the revenue amounts available for final budgets)
Jun 7, 2021	Last day of proposed 2021 legislative session
Jul 1, 2021	Initial collective bargaining agreements take effect (except any portions that did not receive funding by the legislature)

Where to find information

The Department of Administration has created a Frequently Asked Questions (FAQs) section on its website with information for employees, agency employers, and labor organizations. The FAQs will be updated with additional information as the state implements the new law, so please continue to check the page in the coming months.

- admin.nv.gov/FAQs/Collective-Bargaining

Who to contact with questions

During these early phases of implementation, you can direct questions to **Stephanie Klapstein**, the public information officer for the Department of Administration. She can be reached at smklapstein@admin.nv.gov.

We will continue to keep you updated at major milestones in our implementation.

As labor organizations begin to reach out to employees and request to place materials in or have representatives visit your agency, it is important for employer agencies to remain neutral and respond fairly and consistently to each labor organization.