



NEVADA FACULTY ALLIANCE

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From: Kent M. Ervin, NFA Legislative Liaison (kent.ervin@nevadafacultyalliance.org)  
To: Senate Committee on Government Affairs  
Subj: SB486(WS) public comment

The Nevada Faculty Alliance (NFA) is the statewide association of faculty at all eight NSHE institutions and is affiliated with the American Association of University Professors. NFA-AAUP is the collective bargaining agent for academic faculty at the College of Southern Nevada, Truckee Meadows Community College, and Western Nevada College.

The Nevada Faculty Alliance strongly supports SB486, which provides for collective bargaining between state agencies and Classified staff in the state civil service provided for in the Nevada Constitution:

Article 15. Section 15. **Merit system governing employment in executive branch of state government.** The legislature shall provide by law for a state merit system governing the employment of employees in the executive branch of state government.

Although NFA does not represent our Classified colleagues, we see no reason whatsoever why those NSHE 2600 employees in the state Classified system should be excluded from the provisions of SB486, Section 18, subsection 2(f).

The NFA highly appreciates that the Board of Regents has voluntarily provided for collective bargaining agreements with faculty by regulation, in the NSHE Code. However, the negotiation provisions in the NSHE Code are restrictive and it is fundamentally a conflict of interest for the Board as employer to be able to change the rules of engagement with an employee association. The NFA therefore supports inclusion of NSHE faculty and professional staff in statutory collective bargaining provisions. Although those provisions are not a part of SB486, we will continue to advocate for full collective bargaining rights for faculty.

TMCC and WNC faculty have had collective bargaining for a number of years. The faculty of the College of Southern Nevada voted to establish their collective bargaining unit in the past two years and are currently in negotiations with the CSN administration. Faculty at the two universities have not traditionally been interested in collective bargaining, but that has changed and is changing as our compensation has decreased in real dollars over the past 10 years, as faculty salaries have become increasingly non-competitive, and as the faculty merit pool has been funded only once in the past eight fiscal years after decades of a performance-based merit step system that rewarded excellence. Even without collective bargaining, the Legislature still has an opportunity to fix that for the next biennium.

Thank you.