



LAS VEGAS POLICE PROTECTIVE ASSOCIATION CIVILIAN EMPLOYEES, INC.

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October 2017

MEMBERSHIP MEETING MINUTES

Wednesday, Oct. 4th, 2017
9330 W. Lake Mead, Suite 100
11:00 AM

-PLEASE POST / DO NOT REMOVE -

BOARD MEMBERS PRESENT:

Melissa Johanning, President	11:30 am
Michael Edmiston, Vice President	11:30 am
Ronald C. DuVan, Secretary	11:30 am
Roger Pruette, Treasurer	11:30 am
Eric Sahota, Director	11:30 am
Carla Scott, Director	11:30 am

CALL TO ORDER:

The October 2017 Membership Meeting was scheduled for 11:30 a.m. The meeting was held at the Headquarters building.

SECRETARY'S REPORT:

Copies of the July 2017 Membership Meeting minutes were sent out for posting to all areas. There were no corrections identified. Previous Membership minutes are available for the membership from the Association website: www.ppace.org

TREASURER REPORT:

The October 2017 Treasurer's Report was presented. As always, this report can be reviewed at the PPACE office by members.

ORDER of BUSINESS:

◆ Sam's Club Offer to Members:

A representative from Sam's Club was available at the Membership Meeting. Sam's Club has partnered with our Association to offer special pricing and membership rebates. Members of the Association can receive two one year memberships to Sam's Club, a gift card rebate, and a special savings packet for \$45.00. The two memberships do not have to reside in the same household so the second membership can be used for family, friends, or co-workers. If any Association Member is interested in learning more, they can contact the Association Office for additional details.

◆ Board Positions/Election:

The filing period for Board positions is now closed. There were 4 Members who filed for the positions that were up for election/vacant. Those filing were: John Melwak; Kelly Richter; Carla Scott; and Erin Wittig. According to the By-Laws, an election will not be necessary as there will be no contested positions for the 2018 Association Board of Directors. Those Members who filed for a Board of Directors position will be installed in January 2018.

◆ PPACE Organizational Changes:

The Association is expected to undergo some organizational changes in January. Melissa recently announced that she is planning to transition back to MetroComm. She is excited to return to her Communication roots and be a part of all the evolving changes occurring in Dispatch. In accordance with the Association By-Laws, Michael will then assume the position and responsibilities of the Association President. The Association President position will then be up for election at the end of next year.

Carla will then become the Association Vice President. The next election is scheduled for October 2019 for the position of Vice President. The above moves will create a vacancy for a full time Directors position at the Association Office. It is anticipated that Kelly Richter will transfer from D.S.D. to the Association Office to handle the duties of the fourth position. These changes are planned to occur during the first part of January 2018 to coincide with the shift bids of MetroComm and D.S.D.

◆ **Election Recall & AFL/CIO Decline to Sign Events:**

There is an announced effort underway to gather the necessary signatures to recall Nevada Legislative State Senators Woodhouse, Cannizzaro, and Farley. This recall appears to be a partisan effort by the state Republican Party. The three State Senators subject to the recall effort have been labor friendly and supportive of legislation that benefits labor organizations state wide.

As part of the Association's affiliation with I.U.P.A., our Association is also part of the Nevada State AFL/CIO. The AFL/CIO is sponsoring numerous campaigns to counter the recall efforts of these Senators. This recall effort could potentially shift the power from one party to another at the State Legislature along with the resurrection of legislation that is harmful to not only our Association and Membership, but union membership statewide.

Our Association asks that if you are presented with a recall petition that you decline to sign any recall. The AFL/CIO has also planned many events in support of the above Senators. As we have seen in past Legislative Sessions, labor rights have been and continue to be under attack. Look for communications from our Association on how you can participate in securing the benefits, retirement, contracts, and representation that we have today.

◆ **Negotiations on Article 5/Association Time:**

As part of the attack on labor discussed above, the 2015 Legislature resulted in the passage of S.B. 241. This bill made various changes to collective bargaining and representation statewide. One of the changes was the requirement that additional language and specific concessions are required to address the matter of full time employees assigned to represent employees and/or the Association. The language of the bill was not clear and definitive of what "concessions" qualified or were required. As a result, the law has been interpreted and applied differently amongst various government agencies in the state.

Our Association entered into an agreement with the Department to hold off on negotiations reference Association time pending a judicial review of a pending case involving the County and S.E.I.U. This case was recently resolved in favor of the County earlier this year. As a result, the Department made a request to reopen negotiations with our Association in regards to Association time. The Department and Association have had one meeting in September to discuss this issue.

The other two Labor organizations on the Department, the P.M.S.A. and P.P.A., have settled this matter as part of their current Collective Bargaining Agreements. They have made a variety of concessions to satisfy the requirements of S.B. 241. Some of the requirements they have made are changes such as a reduction of the number of full time employees assigned to their Association; monetary reimbursements from their Association to the Department; and/or a reduction of benefits for future employees such as reduced opportunities for the sellback of unused leave upon separation from the Department.

Our Association hopes to have an agreement with the Department concerning Article 5/Association time in the very near future. With the recent tragic events, this matter has been on the backburner as the community has been dealing with more pressing matters. It is anticipated that the Association will be able to be out to the Membership with more specific information once a tentative agreement with the Department is reached. Once this happens, look for a LVMPD everyone notice, constant contact Association e-mails, and ratification meeting notices.

As with any tentative agreement that could alter the Collective Bargaining Agreement, it must be ratified by the Association Membership, and Fiscal Affairs before the agreement can be effective. Voting will be by Votenet, so Members can vote around the clock from home. The Association has attempted to make voting accessible and convenient for the Membership. Every Member's vote count's, so ensure that you attend meetings, stay informed, and submit your vote!

◆ **Teamsters:**

This item has been discussed at previous Membership Meetings. There is little new information to update in regards to the Teamsters. They have still been holding organizational meetings. I.U.P.A. does have a new attorney whom has been briefed regarding our Teamsters issues. I.U.P.A. filed a complaint with the AFL/CIO in regards to the overt actions of the Teamsters which have been conducted against our Association and Membership.

The AFL/CIO had scheduled a hearing in August regarding the activities of Teamsters Local 14. With our Association being an affiliate of the AFL/CIO, it is against the state

solidarity agreement for an affiliate of the AFL/CIO or the Teamsters to raid an organization of one another's in an attempt at a takeover. Before the hearing could be convened, the Teamsters renounced their affiliation with the Nevada AFL/CIO and dropped the solidarity agreement. Further updates will be provided to the Membership as additional developments occur.

◆ **Trunk or Treat – October 27th 11-2 p.m.:**

Melissa discussed the annual Trunk or Treat event with the Membership. The events have been a collaboration between the PPA, PMSA, and our Association. Last year's event was popular amongst the Membership and their families. This year's event is planned for 11 a.m. to 2:00 p.m. on Friday, October 27th. It will once again be held at the Association.

There are numerous activities that are planned such as jump houses, a trunk or treat, 2 hearses, a haunted house, activities for the children, a food truck, pictures, numerous vendors, raffles for prizes, and much more. This year's event will be for Members only. Members are welcome to bring their family and friends as guests. Make sure you do not miss a Spooktacular time!

◆ **Santa Day – December 2nd time TBD:**

In conjunction with the December Holidays, the three Associations will be holding a Santa Day. This is an opportunity for Members and their families to have their picture taken with Santa. There also will be additional holiday themed activities for all ages. This year's Santa Day is scheduled for Saturday, December 2nd. The plans are currently being finalized so look for e-mails and fliers as the event approaches with all of the details on Santa's visit!

OTHER:

- ◆ **Association Newsletter:** The Association has been e-mailing the Membership an Association Newsletter. The newsletter contains information for the Membership regarding items that occur between meetings. It has information about your Association that all Member's may not be aware of. The newsletter also contains information about new hires and retirements. If there is anything you would like included or ideas that you

may have, please contact the Association Office, a Board Member, or an Area Representative.

- ◆ **E-Mail Addresses:** The above newsletter, communications from the Association, information concerning free movies, and special discounts and show tickets is sent out to the Membership by e-mail. Additionally, voting on the contract and/or tentative agreements is done through Votenet which also requires an e-mail address. If you have not been receiving these items, or change your e-mail (or mailing) address, please contact the Association Office so that your records may be updated. These items are never shared with any third parties.

With no further business to discuss the October 2017 meeting was concluded.

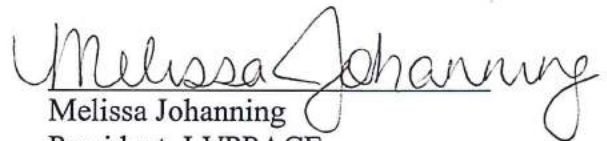
Submitted By:



Ronald C. Du Van
Secretary, LVPPACE

Date: 10/25/17

Approved By:



Melissa Johanning
President, LVPPACE

Date: 10/25/17