

STATE OF NEVADA
LOCAL GOVERNMENT EMPLOYEE-MANAGEMENT
RELATIONS BOARD

RICARDO BONVICIN,
Complainant,

vs.

NORTH LAS VEGAS POLICE OFFICERS
ASSOCIATION, LOCAL 41,
I.U.P.A.A.F.L.C.I.O.,
Respondent.

ITEM NO. 653C

CASE NO. A1-045893

ORDER

For Complainant: Daniel Marks, Esq.
Adam Levine, Esq.
Law Offices of Daniel Marks

For Respondent: Jeffrey Allen, Esq.
Olson, Cannon, Gormley & Desruisseaux

On the 23rd day of June, 2008, the Local Government Employee-Management Relations Board ("Board") deliberated on Complainant's request for attorneys' fees, costs, and an award of back pay as the prevailing party in this matter. This matter was duly noticed pursuant to the provisions of NRS and NAC Chapters 288, as well as NRS Chapter 233B and Nevada's Open Meeting laws.

This case arose on October 26, 2006, when Ricardo Bonvicin ("Bonvicin") filed a complaint with the Board against the North Las Vegas Police Officers Association ("Association"). Bonvicin's allegations against the Association were that it breached its duty to him of fair representation and as a result, Bonvicin has lost certain rights guaranteed to him under the parties' collective bargaining agreement ("CBA"), i.e., the right to an appeal of any arbitration decision rendered in the matter between Bonvicin and the City of North Las Vegas ("City").

An answer was filed by the Association as well as a motion to dismiss. The motion was denied, and the parties filed their respective prehearing statements. Thereafter, the matter was scheduled for hearing on November 2, 2007, and concluded on December 19, 2007. The Board

JIM GIBBONS
Governor

MENDY K. ELLIOTT
Director

STATE OF NEVADA



Members of the Board
JAMES E. WILKERSON, SR., Chairman
JANET TROST, ESQ., Vice-Chairman
JOHN E. DICKS, ESQ., Board Member

JOYCE HOLTZ
Board Secretary

DEPARTMENT OF BUSINESS AND INDUSTRY
**LOCAL GOVERNMENT EMPLOYEE-MANAGEMENT
RELATIONS BOARD**

2501 E. Sahara Avenue, Suite 203, Las Vegas, Nevada 89104
(702) 486-4504 • Fax (702) 486-4355
www.emrb.state.nv.us

June 26, 2008

NOTICE TO EMPLOYEES AND ASSOCIATION MEMBERS

POSTED PURSUANT TO AN ADMINISTRATIVE DECISION RENDERED AFTER A CONTESTED
HEARING BEFORE THE LOCAL GOVERNMENT EMPLOYEE-MANAGEMENT RELATIONS BOARD

2501 E. Sahara Ave., # 203
Las Vegas, NV

NEVADA LAW PROHIBITS THE FOLLOWING ACTS BY EMPLOYEE ORGANIZATIONS:

- A) Interference, restraint, or coercion of any employee in the exercise of any right guaranteed under NRS chapter 288.
- B) Refuse to bargain collectively in good faith with the respective representative as required by NRS 288.150.
- C) Discriminate because of race, color, religion, sex, age, physical or visual handicap, national origin or because of political or personal reasons or affiliations.
- D) Fail to provide the information required by NRS 288.180.

WE WILL NOT do anything that interferes with these rights. More particularly,

WE WILL NOT arbitrarily, discriminatorily or in bad faith refuse, on request, to process grievances sought to be processed by **RICARDO BONVICIN** or any other employee towards whom we owe a duty of fair representation.

WE WILL NOT in any similar way frustrate your exercise of any of the rights stated above.

WE WILL promptly initiate and pursue in good faith and with due diligence any grievances filed on behalf of **RICARDO BONVICIN** concerning his discharge and any other terms or conditions of his employment with the City of North Las Vegas and the North Las Vegas Police Department, and will take whatever means are appropriate and necessary pursuant to our duty of fair representation up to, and including arbitration.

CHARGED PARTY: North Las Vegas Police Officers Association

Dated: _____ By _____
Association Representative
Title: _____

The Local Government Employee-Management Relations Board is a Nevada State Agency created to enforce the provisions of NRS chapter 288. To find out more about your rights under the Local Government Employee-Management Relations Act and how to file a complaint alleging prohibited labor practices, you may obtain information from the Board's website: <http://emrb.state.nv.us>

THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED BY ANYONE. THIS NOTICE MUST REMAIN POSTED FOR 90 CONSECUTIVE DAYS FROM THE DATE OF POSTING AND MUST NOT BE ALTERED, DEFACED, OR COVERED BY ANY OTHER MATERIAL. ANY QUESTIONS CONCERNING THIS NOTICE OR COMPLIANCE WITH ITS PROVISIONS MAY BE DIRECTED TO THE BOARD'S OFFICES AT 702-486-4504.

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CASE NO. A1-045893

8 NORTH LAS VEGAS POLICE OFFICERS
9 ASSOCIATION, LOCAL 41,
I.U.P.A.A.F.L.C.I.O.,

NOTICE OF ENTRY OF ORDER

10 Respondent.

11 To: Daniel Marks, Esq.
12 Adam Levine, Esq.
13 Law Offices of Daniel Marks

14 To: Walter R. Cannon, Esq.
15 Jeffrey F. Allen, Esq.
Olson, Cannon, Gormley & Desruisseaux

16 PLEASE TAKE NOTICE that an ORDER was entered in the above-entitled matter on
17 June 24, 2008.

18 A copy of said order and notice are attached hereto.

19 DATED this 26th day of June, 2008.

20 LOCAL GOVERNMENT EMPLOYEE-
21 MANAGEMENT RELATIONS BOARD

22 BY 
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JOYCE A. HOLTZ, Board Secretary
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