

1 NATHAN RING, ESQ.
NV Bar No. 12078
2 REESE RING VELTO, PLLC
3100 W Charleston Blvd, Ste. 208
3 Las Vegas, NV 89102
4 Tele: (725) 235-9750
Email: nathan@rrvlawyers.com
5 *Attorney for AFSCME, Local 4041*

6 AARON D. FORD
Attorney General
7 JOSH REID (NV Bar No. 7497)
Special Counsel – Labor Relations
8 STEVEN SORENSEN (NV Bar No. 15472)
Deputy Attorney General
9 State of Nevada
Office of the Attorney General
10 1 State of Nevada Way, Suite 100
Las Vegas, Nevada 89119
11 Tele: (702) 486-3420
Email: jmreid@ag.nv.gov
12 ssorensen@ag.nv.org
13 *Attorneys for the Executive Department*
14 *of the State of Nevada*

15 **STATE OF NEVADA**

16 **GOVERNMENT EMPLOYEE-MANAGEMENT**

17 **RELATIONS BOARD**

18 IN RE:

19
20 ASSIGNMENT OF EXECUTIVE
21 DEPARTMENT JOB CLASSIFICATIONS
22 TO BARGAINING UNITS

STIPULATION

23 WHEREAS, on July 30, 2019, and pursuant to Section 53(1) of Senate Bill 135 from
24 the 80th (2019) legislative session of the State of Nevada (“SB 135”), the Executive
25 Department of the State of Nevada (“the State”) submitted a report (“the Report”) containing
26 its recommendation as to which of its job classifications should be assigned to each of the
27 eleven bargaining units contained in Section 29 of SB 135; and

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1 WHEREAS, in the Report the State recommended that the classifications of Social
2 Worker 1, Social Worker 2, and Social Worker 3 (collectively "Social Worker classifications")
3 be placed in Bargaining Unit E; and

4 WHEREAS, pursuant to Section 53(2) of SB 135, any labor organization could file an
5 objection to the recommendations contained within the Report with the Government Employee
6 Management Relations Board ("the Board"); and

7 WHEREAS, the American Federation of State, County and Municipal Employees,
8 Local 4041 ("AFSCME") objected to the recommended placement of the Social Worker
9 classifications into Bargaining Unit E arguing that the Social Worker classifications should
10 instead be placed in Bargaining Unit D; and

11 WHEREAS, on September 10, 2019, the State and AFSCME ("the Parties") submitted
12 a Stipulation and Order to voluntarily resolve the objection by agreeing that the Social Worker
13 classifications should be moved from Bargaining Unit E to Bargaining Unit D; and

14 WHEREAS, on September 18, 2019, the Board filed a Notice of Entry of Order for
15 Case No. 2019-017, which ordered that the Social Worker classifications be placed in
16 Bargaining Unit D; and

17 WHEREAS, on January 22, 2020, AFSCME gained recognition as the exclusive
18 bargaining representative of Bargaining Unit E; and

19 WHEREAS, on July 1, 2021, the Parties entered into a Collective Bargaining
20 Agreement ("CBA") for bargaining Unit E that erroneously included the Social Worker
21 classifications; and

22 WHEREAS, the State employees in the Social Worker classifications have received the
23 benefits and protections under the AFSCME CBA for over four years; and

24 WHEREAS, no bargaining representative has gained recognition of Bargaining Unit D;
25 and

26 WHEREAS, during its August 18, 2025, meeting the Board discussed the erroneous
27 placement of the Social Worker classifications into Bargaining Unit E and requested that the

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Parties submit a stipulation of their desired placement of the Social Worker classifications within a bargaining unit; and

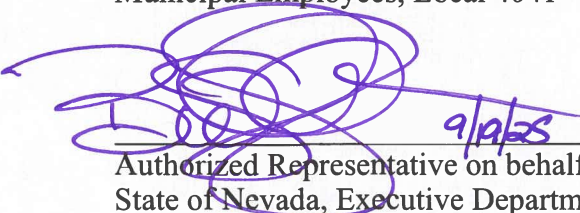
NOW, THEREFORE, the State and AFSCME hereby agree and stipulate as follows:

1. The job classifications of Social Worker 1, Social Worker 2, and Social Worker 3 should remain in Bargaining Unit E.
2. Upon the recognition and approval of an exclusive representative for Bargaining Unit D, the Parties shall have sixty (60) days to discuss whether the Social Worker 1, Social Worker 2, and Social Worker 3 job classifications should be placed in Bargaining Unit D and submit a status report to the Board.
3. Nothing in this stipulation waives any of the rights of the Parties to petition the Board in the future concerning the Social Worker 1, Social Worker 2, or Social Worker 3 job classifications, or any other job classifications.

DATED this 18th day of September 2025.

/s/ Lalo Macias

Authorized Representative on behalf of the
American Federal of State, County and
Municipal Employees, Local 4041


Authorized Representative on behalf of the
State of Nevada, Executive Department

AARON D. FORD
Attorney General

REESE RING VELTO, PLLC

By: /s/ Steven O. Sorensen
JOSH REID (NV Bar No. 7479)
Special Counsel – Labor Relations
STEVEN O. SORENSEN (NV Bar No. 15472)
Deputy Attorney General
JMReid@ag.nv.gov
SSorensen@ag.nv.gov

By: /s/ Nathan Ring
NATHAN RING, ESQ.
NV Bar No. 12078
nathan@rrvlawyers.com

Attorney for the American Federation
of State, County and Municipal
Employees, Local 4041

Attorneys for the
State of Nevada, Executive Department

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