



REGULAR MEETING OF THE

# BOARD OF DIRECTORS

TUESDAY, JUNE 13, 2023





## Board of Directors



**JIM GIBSON**

*Chair*

Commissioner  
Clark County  
Commission Office



**ANTON NIKODEMUS**

*Vice Chair*

President and COO CityCenter  
Aria Resort & Casino/  
Vdara Hotel & Spa



**PAMELA GOYNES-BROWN**

*Secretary*

Mayor  
City of North Las Vegas



**SCOTT DEANGELO**

*Treasurer*

EVP &  
Chief Marketing Officer  
Allegiant Travel Company



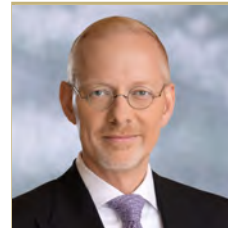
**CEDRIC CREAR**

Councilman  
City of Las Vegas



**CAROLYN G. GOODMAN**

Mayor  
City of Las Vegas



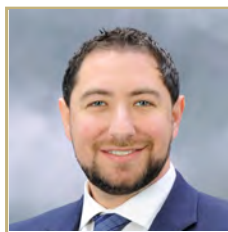
**BRIAN GULLBRANTS**

COO  
Wynn North America



**JAN JONES BLACKHURST**

Caesars Entertainment  
Board of Directors  
Chief Executive in Residence,  
UNLV International  
Gaming Institute



**MICHAEL NAFT**

Commissioner  
Clark County  
Commission Office



**MICHELLE ROMERO**

Mayor  
City of Henderson



**MARY BETH SEWALD**

President and CEO  
Vegas Chamber



**STEVE THOMPSON**

Executive Vice President  
Operations  
Boyd Gaming Corporation



**STEVE WALTON**

Councilman  
City of Boulder City



**BRIAN WURSTEN**

Councilman  
City of Mesquite





**NOTICE OF PUBLIC MEETING AND AGENDA**  
**REGULAR MEETING OF THE BOARD OF DIRECTORS**  
**TUESDAY, JUNE 13, 2023**  
**9:00 A.M.**

**Las Vegas Convention Center – Board Room**  
**3150 Paradise Road**  
**Las Vegas, Nevada 89109**

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**BOARD OF DIRECTORS:**

**Commissioner Jim Gibson, Chair**  
**Mr. Anton Nikodemus, Vice Chair**  
**Mayor Pamela Goynes-Brown, Secretary**  
**Mr. Scott DeAngelo, Treasurer**  
Councilman Cedric Crear  
Mayor Carolyn Goodman  
Mr. Brian Gullbrants

Ms. Jan Jones Blackhurst  
Commissioner Michael Naft  
Mayor Michelle Romero  
Ms. Mary Beth Sewald  
Mr. Steve Thompson  
Councilman Steve Walton  
Councilman Brian Wursten

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THIS PUBLIC MEETING IS PROPERLY NOTICED AND POSTED AT THE FOLLOWING LOCATIONS:

Las Vegas Convention and Visitors Authority (LVCVA) – 1<sup>st</sup> Floor Administration Offices  
3150 Paradise Road, Las Vegas, NV 89109

LVCVA Website: [www.lvcva.com/agenda](http://www.lvcva.com/agenda)  
Nevada Public Notice Website: <https://notice.nv.gov/>

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*THE BOARD OF DIRECTORS (BOARD) MAY:  
CONSIDER AGENDA ITEMS OUT OF ORDER;  
COMBINE TWO OR MORE AGENDA ITEMS FOR CONSIDERATION; AND  
REMOVE OR DELAY DISCUSSION ON ANY AGENDA ITEM AT ANY TIME.*

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**AGENDA**

**OPENING CEREMONIES**

Call to Order  
Roll Call  
Pledge of Allegiance

**COMMENTS FROM THE FLOOR BY THE PUBLIC**

The first public comment period is limited to comments on items on the agenda. Items raised under this portion of the agenda cannot be deliberated or acted upon until the notice provisions of the Nevada Open Meeting Law have been met. If you wish to speak to the Board at this time, please step up to the podium and clearly state your name and spell your first and last name for the record. COMMENTS ARE LIMITED TO THREE (3) MINUTES IN LENGTH.

## **APPROVAL OF AGENDA AND MINUTES**

Approval of the Agenda.  
For possible action.

Approval of the Minutes:

- May 9, 2023 Regular Meeting of the Board
- May 31, 2023 Public Hearing on the Budget

For possible action.

## **BOARD APPOINTMENT**

In accordance with the Nevada Revised Statutes (NRS), the following appointment is made to the LVCVA Board by the City of Mesquite:

From the Governing Body of the City of Mesquite..... NRS 244A.603(1)(f)  
Councilman Brian Wursten

This is an information item and does not require Board action.

## **BOARD NOMINATIONS**

In accordance with the NRS, the following nominees have been submitted by the Vegas Chamber for the term of July 1, 2023, through June 30, 2025.

***In accordance with the NRS, only public sector Board Members may vote for the following nominees:***

From the Vegas Chamber.....NRS 244A.603(1)(g)(1)  
Ms. Jan Jones Blackhurst – Caesars Entertainment  
Ms. Mary Beth Sewald – Vegas Chamber

For possible action.

***Oath of Office will be administered to the newly appointed Members of the Board.***

## **PRESENTATIONS**

### **Presentations by the LVCVA Staff**

LVCVA staff will deliver presentations on Operations, Marketing and Sales achievements, People and Culture, and General Government highlights.

This is an information item and does not require Board action.

## **LVCVA STAFF REPORTS AND REQUESTED ACTIONS**

### **1. Special Events Update**

Representatives from the Formula 1 Las Vegas Grand Prix and the Las Vegas Super Bowl Host Committee will provide event updates to the Board.

This is an informational item and does not require Board action.

### **2. AVIAREPS Tourism Korea - International Representative Office Contract – South Korea**

That the Board consider: 1) Authorizing the Chief Executive Officer (CEO)/President to execute a one-year agreement, beginning July 1, 2023, through June 30, 2024, with two optional one-year extensions, with AVIAREPS Tourism – Korea, for an international representative office in South Korea, in the amount of \$1,140,000; and 2) Authorizing any residual unexpended balances from this authorization to revert to available general funds.

For possible action.

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3. **Las Vegas Events Promotion Agreement - July 1, 2023 – June 30, 2024**

That the Board consider: 1) Authorizing the CEO/President to execute an Events Promotion Agreement with Las Vegas Events (LVE) for FY 2024 in the amount of \$6,696,130; and 2) Authorizing any residual unexpended balances from this authorization to revert to available general funds.

For possible action.

4. **Request to Approve LVE Event Funding: NBA Summer League - Las Vegas, NV – July 7-17, 2023**

That the Board consider: 1) Approving an expenditure in the amount of \$600,000 to LVE to fund the National Basketball Association Summer League July 7 – 17, 2023, at Thomas & Mack Center; and 2) Authorizing any residual unexpended balances from this authorization to revert to available general funds.

For possible action.

5. **Agreements with Waxie Sanitary Supply Company**

That the Board consider: 1) Authorizing the CEO/President to approve expenditures with Waxie Sanitary Supply Company (Waxie) for sanitary and cleaning supplies and equipment for the period from July 1, 2023, through June 30, 2026, in the amount of \$450,000; and 2) Authorizing any residual unexpended balances from this authorization to revert to available general funds.

For possible action.

6. **TBC – The Boring Company – Operations and Management Agreement for the Vegas Loop at the Las Vegas Convention Center**

That the Board consider authorizing the CEO/President to execute an agreement with TBC - The Boring Company, DBA Vegas Loop, for the operations and management of the Vegas Loop at the Las Vegas Convention Center, in an amount not to exceed \$4,600,000, for the period beginning July 1, 2023, through June 30, 2024.

For possible action.

7. **Western Management Group - Las Vegas Monorail Operations and Management Agreement Amendment**

That the Board consider authorizing the CEO/President to execute an amendment to the agreement with Western Management Group (WMG), in the amount of \$60,000,000, for the operations and management of the Las Vegas Monorail System (System), to: 1) extend the term of the agreement through June 30, 2026, and 2) revise the WMG management bonus structure.

For possible action.

8. **Levy Online - Las Vegas Monorail Online Marketing and Website Maintenance Services Agreement**

That the Board consider authorizing the CEO/President to execute an agreement with Levy Online for online marketing and website maintenance, for the period from July 1, 2023 through June 30, 2024, with two (2) optional one (1) year extensions, in the amount of \$1,620,000.

For possible action.

9. **Public Hearing on Collective Bargaining Agreement (CBA) with Service Employees International Union (SEIU) Local 1107**

That the Board consider, pursuant to Nevada Revised Statutes (NRS) 288.153, conducting a public hearing on the tentative CBA between the LVCVA and SEIU, effective July 1, 2023, through June 30, 2028, and approving the CBA.

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**Conduct a Public Hearing on the CBA between the LVCVA and SEIU Local 1107**

**[Open Public Hearing on the CBA between the LVCVA and SEIU Local 1107](#)**

Discussion of CBA by any interested person.

**Close Public Hearing on the CBA between the LVCVA and SEIU Local 1107**

For possible action.

**COMMENTS FROM THE FLOOR BY THE PUBLIC**

This public comment period is for any matter that is within the jurisdiction of the Board. Items raised under this portion of the agenda cannot be deliberated or acted upon until the notice provisions of the Nevada Open Meeting Law have been met. If you wish to speak to the Board at this time, please step up to the podium and clearly state your name and spell your first and last name for the record. COMMENTS ARE LIMITED TO THREE (3) MINUTES IN LENGTH.

**ADJOURNMENT**

Persons are invited to submit written remarks for all matters, both on and off the agenda. Written remarks presented for inclusion in the Board's minutes must be flat, unfolded, on paper of standard quality, and 8½ by 11 inches in size. Written remarks shall not exceed five (5) pages in length. The LVCVA will not accept for filing any submission that does not comply with this rule. On a case-by-case basis, the Board may permit the filing of noncomplying [sic] written remarks, documents, and related exhibits pursuant to NRS 241.035(1)(e).

To submit ideas to the LVCVA, please visit <https://www.lvcva.com/who-we-are/meetings-and-minutes/>

The Board's meeting rooms are accessible to persons with disabilities. If special arrangements are required, please contact the Customer Safety Department at: 702-892-7400, which is a 24-hour Dispatch Control Center, or contact Silvia Perez in the Board Office at: 702-892-2802 or [sperez@lvcva.com](mailto:sperez@lvcva.com)

Members of the Board may participate in this meeting via telephone conference call.

For information or questions regarding this agenda please contact:  
Silvia Perez, Executive Assistant to the Board  
3150 Paradise Road, Las Vegas, Nevada 89109  
702-892-2802 or [sperez@lvcva.com](mailto:sperez@lvcva.com)

Supporting materials for this meeting are available at 3150 Paradise Road, Las Vegas, NV 89109 or by contacting Silvia Perez at 702-892-2802 or [sperez@lvcva.com](mailto:sperez@lvcva.com)

# **MINUTES**

**Regular Meeting of the Board of Directors  
May 9, 2023**



## Regular Meeting of the Board of Directors May 9, 2023 Minutes

The Regular Meeting of the Board of Directors (Board) of the Las Vegas Convention and Visitors Authority (LVCVA) was held on May 9, 2023, at the Las Vegas Convention Center, 3150 Paradise Road, Las Vegas, Nevada 89109. This meeting was properly noticed and posted in compliance with the Nevada Open Meeting Law.

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### Board of Directors (Board)

*Present unless otherwise noted*

**Commissioner Jim Gibson, Chair**  
**Mr. Anton Nikodemus, Vice Chair**.....*absent*  
**Mayor Pamela Goynes-Brown, Secretary**.....*absent*  
**Mr. Scott DeAngelo, Treasurer**  
Councilman Cedric Crear  
Mayor Carolyn Goodman  
Mr. Brian Gullbrants

Ms. Jan Jones Blackhurst.....*virtual*  
Commissioner Michael Naft  
Mayor Michelle Romero  
Ms. Mary Beth Sewald  
Mr. Steve Thompson  
Councilman Steve Walton  
Councilman Brian Wursten.....*virtual*

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LVCVA Executive Staff present

Steve Hill, CEO/President  
Caroline Bateman, General Counsel  
Ed Finger, Chief Financial Officer  
Brian Yost, Chief Operating Officer  
Kate Wik, Chief Marketing Officer  
Lisa Messina, Chief Sales Officer  
Lori Nelson-Kraft, Senior Vice President of Communications  
Nadine Jones, Senior Vice President of People & Culture

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### **OPENING CEREMONIES – CALL TO ORDER**

Chair Jim Gibson called the meeting to order at 9:02 a.m.

Caroline Bateman, General Counsel, acknowledged that all Board members were present, except for Members Anton Nikodemus, Pamela Goynes-Brown, Jan Jones Blackhurst, and Brian Wursten.

Member Jones Blackhurst joined the meeting virtually at 9:07 a.m.

Member Wursten joined the meeting virtually at 9:13 a.m.

The Pledge of Allegiance was performed.

### **COMMENTS FROM THE FLOOR BY THE PUBLIC**

Ed Uehling referenced Agenda Items 1 and 3, and the Minutes of the April 11, 2023 Regular Meeting of the Board. In regard to Agenda Item 1, Special Events Update, Mr. Uehling requested anticipated attendance numbers for the Formula 1 (F1) Las Vegas Grand Prix and Las Vegas Super Bowl events as well as housing options for attendees.

Mr. Uehling provided the attached handout in reference to Agenda Item 3, Fiscal Year 2024 Preliminary Budget, and commented on the resemblance of the 2008 budget to the 2024 preliminary budget. Mr. Uehling stated that



little progress has been made in the recent growth of visitors to Las Vegas, and that the LVCVA Board is “doing intentional damage to the community in order to put more money in the pockets of the hotels.”

Mr. Uehling discussed revenue growth in Macau over the last ten years.

Mr. Uehling stated he did not receive a response to his request to submit a written statement to be included in the April 11, 2023 Board Meeting minutes.

## **APPROVAL OF AGENDA AND MINUTES**

<b><u>APPROVAL OF THE AGENDA</u></b>	<b><u>Member Carolyn Goodman moved, and it was carried by unanimous vote of the voting members, to approve the May 9, 2023 Regular Meeting of the Board of Directors agenda.</u></b>
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<b><u>APPROVAL OF THE MINUTES</u></b>	<b><u>Member Goodman moved, and it was carried by unanimous vote of the voting members, to approve the minutes of the April 11, 2023 Regular Meeting of the Board of Directors.</u></b>
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Chair Gibson reminded the Board that there would be an event to kick off the renovation of the Las Vegas Convention Center (LVCC) immediately following the Board meeting.

## **PRESENTATIONS**

### **Presentations by the LVCVA Staff**

Brian Yost, Chief Operating Officer, delivered a presentation on LVCC building updates including the White Label World Expo, The Car Wash Show, and the International Council of Shopping Centers.

Mr. Yost provided information on the recent L'Étape Las Vegas by Tour de France bicycle race and provided information on the progress of the LVCC renovation project.

Kate Wik, Chief Marketing Officer, provided information on recent events celebrating National Travel & Tourism week, including a proclamation issued by Governor Joe Lombardo. Ms. Wik shared a video clip recognizing hospitality employees and provided information on toolkits that were provided to property partners to help build awareness about National Travel & Tourism Week.

Ms. Wik discussed the new digital advertising campaign for Boulder City, shared a television spot highlighting that campaign, and highlighted Boulder City's 46<sup>th</sup> Annual Spring Jamboree event. Member Jones Blackhurst asked if the Boulder City campaign was broadcasted locally or nationally, to which Ms. Wik responded that it was broadcasted in Las Vegas and its surrounding areas, but not in other states.

Ms. Wik highlighted advertising and marketing efforts related to the LVCVA's business campaign and shared digital ads and videos related to that campaign as well as resulting impressions.

Ms. Wik thanked Yanick Dalhouse of R&R Partners for her efforts in leading several of the LVCVA's advertising campaigns and wished her luck on her future endeavors.

Steve Hill, Chief Executive Officer (CEO)/President, updated the Board on an RFP process that is currently underway for a sustainability consultant for the LVCVA. Mr. Hill outlined the different approaches of committing to and achieving sustainability initiatives and discussed the LVCVA's chosen path to hire a sustainability consultant at a cost below his Signature Authority. Member Goodman asked for clarification regarding sustainability, to which Mr. Hill detailed the three major areas of focus for the LVCVA: energy sustainability, waste and carbon footprint, and water conservation. Member Goodman asked if there was measurable data available from previous years, to which Mr. Hill confirmed there was, some of which would be presented to the Board as part of the year-end accomplishments.

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**LVCVA STAFF REPORTS AND REQUESTED ACTIONS**

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ITEM 1. **Special Events Update**

Scott Voeller, partner at Touch Squared Marketing and Co-Chair of the Super Bowl LVII Host Committee's (Host Committee) Marketing Committee, delivered a PowerPoint presentation on the Marketing Committee's mission and responsibilities, membership, and current initiatives.

Myisha Boyce, Chief Community Engagement Officer for the Host Committee provided an update on its Business Connect program including the selection of 200 vendors to participate in the Business Connect program, the finalization of an NFL Resource Guide, and an upcoming "Introduction to Business Connect" workshop.

Ms. Boyce highlighted a partnership between the Committee, the National Football League, Allegiant Stadium, and the Las Vegas Raiders, in an effort to provide ongoing opportunities to the local vendors that were not selected as part of the Business Connect program.

Chair Gibson requested that Mr. Voeller update the Membership slide to reflect the partnership of the county and the cities providing their resources.

Member Goodman echoed Chair Gibson's comments and emphasized the importance of connectivity and showing the total support and excitement for major sporting events in Las Vegas.

Member Cedric Crear asked if the Downtown Las Vegas corridor was included during site visits, and if there would be any civic engagement work alongside the Historic West Side and Fremont Street Experience.

Mr. Voeller referenced Members Goodman and Gibson's previous comments regarding county and city representation, confirming that there is County representation on the Public Relations Committee of the Host Committee as well as county and city representation on other subcommittees.

Mr. Voeller confirmed that several meetings have taken place with representatives of Downtown Las Vegas, and that the subcommittees of the Host Committee are working on identifying community engagement opportunities.

Member Crear expressed interest on activations specifically in the Downtown and Historic West Side areas, to which Mr. Voeller noted he would communicate with the other Committees' Chairs to provide Member Crear the requested information.

Treasurer DeAngelo requested that Samantha Grimes, Chief Communications and Marketing Officer of the Host Committee explain the number of subcommittees under the Host Committee, to which Ms. Grimes confirmed there are 11 subcommittees with more than 300 members representing the public and private sectors.

Treasurer DeAngelo commented that the specified areas have been discussed as locations for events and parties related to Super Bowl LVII and mentioned revenue opportunities related to ingress and egress.

Vanessa Anthes, Vice President of Event Operations for the Formula 1 (F1) Las Vegas Grand Prix, delivered a PowerPoint presentation on updates related to the F1 Las Vegas Grand Prix including the following: grandstands and hospitality suites within the various zones, universal pedestrian pathways and rideshare locations, and event construction timelines.

Member Crear referenced celebrity attendance at a recent F1 race in Miami, FL and commented on the “on the ground” perspective versus televised viewing, to which Ms. Wik confirmed that Las Vegas would “raise the bar.”

This was an information item and did not require Board action.

ITEM 2. **Temporary Staffing for Parking Services**

Mr. Yost provided information on the LVCVA’s current agreement with Parking and Transportation Group (PATG), noted the recent increase in need for PATG’s services at the LVCC, and stated that the LVCVA would issue a request for proposals for these services in the fall of 2023. Mr. Yost requested that the Board consider: 1) Authorizing him to execute an extension to the temporary safety and customer parking services agreement with PATG in the amount of \$660,000; and 2) Authorizing any residual unexpended balances from this approved expenditure to revert to available general funds.

**Fiscal Impact**

FY 2023: \$410,000 Expenditure

FY 2023: \$250,000 Expenditure

**Members Sewald and DeAngelo moved, and it was carried by unanimous vote of the voting members to: 1) Authorize the Chief Operating Officer to execute an extension to the temporary safety and customer parking services agreement with PATG in the amount of \$660,000; and 2) Authorize any residual unexpended balances from this approved expenditure to revert to available general funds.**

ITEM 3. **Fiscal Year 2024 Preliminary Budget**

Mr. Hill stated that the LVCVA will enter fiscal year (FY) 2024 in a “good financial position”, outlined the anticipated large expenditures due to upcoming special events, and noted that the LVCVA has balanced its ongoing expenditures and ongoing revenues due to its ample reserves.

Mr. Hill discussed uncertainty due to the LVCVA’s land sale and LVCC Renovation Project and confirmed that the LVCVA is able to handle any outcome related to those two projects.

Ed Finger, Chief Financial Officer, provided an introduction on the LVCVA’s FY 2024 budget preparation, describing the proposed budget as strongly operationally responsive and fiscally disciplined. Mr. Finger stated that the proposed budget incorporates dialogues with local governmental peers and economists, and resort partners.

Mr. Finger outlined the proposed \$830M budget consisting of a \$463M General Fund budget, \$113M of debt service payments and a large amount of capital.

Mr. Finger delivered a PowerPoint presentation detailing the LVCVA’s budget calendar, 2023 budget to projected actual revenues, FY 2024 preliminary General Fund budget, economic reserve, ending General Fund balance as a percentage of operating expenditures as it relates to Board Policies, General Fund revenues and expenditures, and LVCVA and Las Vegas Events (LVE) special events expenditures.

Member Goodman asked for clarification on the differences between LVCVA special events and LVE special events, to which Mr. Hill responded that is largely which organization brought the event to Las Vegas. Member Goodman asked if each organization has specific type of events they pursue, to which Mr. Hill answered that those efforts have been divided at some level and noted that the LVCVA does not share the same level of expertise as LVE in event production, and that LVE should be responsible for production of the events that make sense for them to be involved with, and the sales effort ought to be at the LVCVA.

Member Goodman used pickleball as an example and asked which entity would manage that new event in Las Vegas, to which Mr. Hill answered it would generally be managed by the LVCVA, however, the customer is able to direct its preferred partner for event coordination purposes.

Mr. Finger detailed the budgeted personnel expenditures, Las Vegas Monorail comparative budgets, Las Vegas Convention Center District (LVCCD) Capital five-year pro forma summary, and debt service coverage.

Mr. Finger stated that he provided sufficient fiscal information during Agenda Item 3 that relieved the need for a separate presentation for Agenda Item 4.

Member Brian Gullbrants asked if the \$70M room tax reserve is fully funded, to which Mr. Finger replied that it is a designated amount that is attained by transferring small incremental amounts each year. Member Gullbrants inquired about the intended use of the \$70M reserve to which Mr. Finger answered it was a reserve to be used at the Board's discretion in the event of a recession or adverse economic event.

Chair Gibson confirmed that Agenda Items 3 and 4 are informational only and do not require Board action.

Member Gullbrants commended Mr. Finger on an "outstanding" job on the LVCVA's FY 2024 budget.

ITEM 4. **Quarterly Budget & Statistical Report**

Mr. Finger provided the necessary fiscal information for Agenda Item 4 during the presentation of Agenda Item 3.

This was an informational item and did not require Board action.

ITEM 5. **Contracts Report**

Ms. Bateman provided the Contracts Report, which serves to notify the Board, pursuant to Board Policies (1.04 and 5.01) and NRS Chapters 332 and 338, of the following: 1) Contractual commitments, change orders, or amendments to contracts executed under the CEO's Signature Authority that exceed \$50,000; 2) Contractual commitments and amendments to contracts related to the LVCCD projects as executed under the delegated authority of the CEO/President; and 3) Public Works contracts awarded by the LVCVA.

**Fiscal Impact**

TBD

This was an information item and did not require Board action.

ITEM 6. **Marketing Committee Report**

The Marketing Committee met on April 27, 2023, to discuss item A. Marketing Committee Chair Scott DeAngelo listed the meeting's attendees and summarized some of the highlights from the presentations provided during the meeting including a focus on domestic and international leisure efforts, industry and consumer travel trends, domestic consumer campaigns, major sporting event marketing, international marketing events, and social media trends.

**Item A. 2023 Marketing Outlook**

Ms. Wik provided a summary of the planning approach for the Super Bowl and Formula One Las Vegas Grand Prix marquee events that was presented during the Marketing Committee meeting including their positioning as a marketing platform, décor programming, viewership, creating season-long buzz for both sporting events as well as building year-long visitation

awareness, and seizing the opportunities to put Las Vegas top-of-mind for that audience base by using paid media, earned media, and social media.

Marketing Committee Chair Scott DeAngelo thanked Ms. Wik, LVCVA Staff, R&R Partners, and Grey Group for their efforts in marketing major sporting events in Las Vegas.

This was an informational item and did not require Board action.

#### **COMMENTS FROM THE FLOOR BY THE PUBLIC**

Shaundell Newsome, founder of Sumnu Marketing, Trustee of the Vegas Chamber, and Co-Chair of the Community Affairs Subcommittee of the Super Bowl Host Committee, thanked the LVCVA for its diversity, equity and inclusion efforts for small businesses as it relates to the Super Bowl Host Committee. Mr. Newsome recalled experiencing the excitement of some of the small businesses selected to participate as vendors for Super Bowl LVII and encouraged the continuation of opportunities for small businesses.

Mr. Uehling provided his thoughts on the 10,000 small businesses that are being put out of business “by the people on this Board” and the associated destruction of property values and livelihoods. Mr. Uehling stated that the sole purpose of bringing F1 to Las Vegas is not for the community, but “for the four members of this 14-member Board who operate the hotels.”

Mr. Uehling stated that China can provide 40 million annual tourists to Las Vegas and that most Board members either benefit or feed from tourism and that many are “political feeders.”

Mr. Uehling asked that his question be answered about being able to submit a written response to be included in the meeting minutes. Chair Gibson clarified if Mr. Uehling would like to have the handout that he distributed earlier in the meeting included in the minutes, to which Mr. Uehling answered no. Chair Gibson explained that anything that is distributed to the Board during the meeting can be included in the meeting minutes.

Michael Garwood provided comments on businessmen Kirk Kerkorian and Don Vultaggio, co-founder of Arizona Beverage Company and provided thoughts on Las Vegas’s adjustment of potential upcoming economic hard times.

Ms. Dalhouse thanked LVCVA Staff and the Board for the opportunity to help market the Las Vegas destination and its extended destinations.

#### **ADJOURNMENT**

Chair Gibson reminded the Board to head over to South Hall for the renovation kickoff event and adjourned the meeting at 10:33 a.m.

Respectfully submitted,

Date Approved: June 13, 2023

\_\_\_\_\_  
Silvia Perez  
Executive Assistant to the Board

\_\_\_\_\_  
James B. Gibson  
Chair



# Economic Impact Series

LVCVA Return on Investment:  
Operations and Advertising



- Leisure wholesaler packages, for which the LVCVA typically funds 50 percent of the program cost, resulted in 833,500 room nights during FY 2007. Half of that amount, or 416,000 room nights, are attributed to the LVCVA.<sup>8</sup>
- Other smaller program contributions such as the LVCVA's travel agent familiarization programs, convention housing and call center bookings, combine to account for an additional 63,700 room nights annually.<sup>9</sup>

Exhibit I, below, summarizes these program impacts and estimates that approximately 14.0 percent of all room nights occupied are directly attributable to LVCVA operations.

Exhibit I  
Analysis and Allocation of Room Nights Occupied

Total Room Nights Occupied	43,752,160	100.0%
Room Nights Attributable to the LVCVA		
LVCC Conventions	602,905	1.4%
Confirmed Leads	3,383,781	7.7%
LVCVA Funded Special Events	464,725	1.1%
Facilitated International Visitation	1,012,000	2.3%
LVCVA Web Site Referrals	164,521	0.4%
Leisure Sales Wholesaler Program	416,286	1.0%
Other LVCVA Programs	<u>63,711</u>	<u>0.1%</u>
Total Room Nights Occupied Attributable to the LVCVA	<b>6,107,929</b>	<b>14.0%</b>

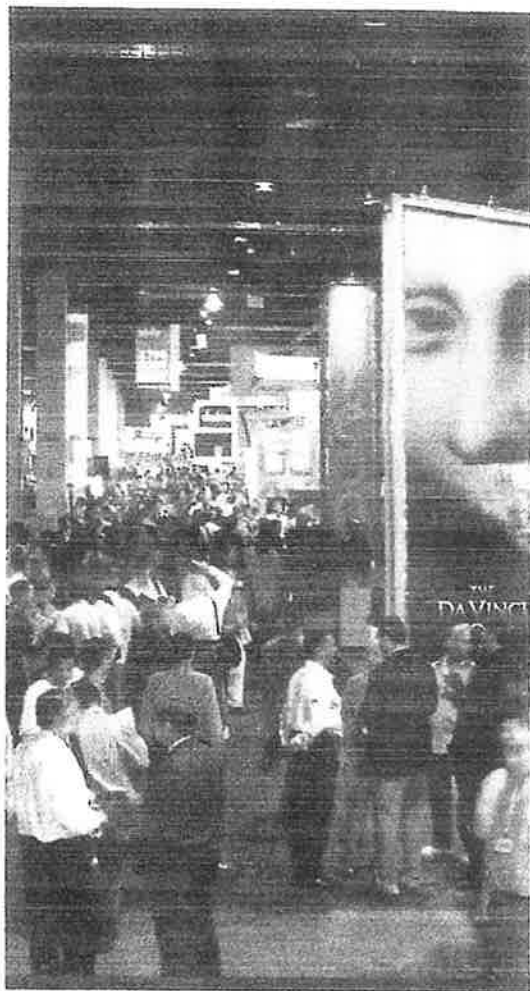
After calculating room nights attributable to LVCVA efforts, an analysis may be performed to show occupancy without the LVCVA's efforts. Exhibit II, provided on the following page, suggests that the LVCVA contributes 12.6 percentage points to the region's occupancy rate. This is not to suggest that if the LVCVA ceased to exist, occupancy would drop to these levels immediately, but rather is intended to illustrate the impact of those LVCVA efforts that can be reasonably quantified. Additionally, the drop in occupancy shown below is perhaps understated, as this analysis does not attempt to quantify the effectiveness of the advertising and other marketing efforts.

<sup>8</sup> Leisure wholesaler programs tracked by the LVCVA are typically 50 percent funded by the LVCVA (and 50 percent by the wholesaler). This estimate is arguably conservative as these programs would be unlikely to take place but for the efforts of the LVCVA.

<sup>9</sup>The LVCVA tracks clients that it sponsors for familiarization trips (FAMS). Room nights shown are directly paid for by the LVCVA. The incremental amount of business generated by these clients as a result of these trips is not credited to the LVCVA in this analysis; convention housing is also tracked in the CRM system and reflects room nights resulting from room blocks managed by the housing bureau run by the LVCVA. Similarly, the LVCVA tracks room nights reserved via the LVCVA Call Center.

# Economic Impact Series

LVCVA Return on Investment:  
Operations and Advertising



## Exhibit II Impact of LVCVA Activities on Hotel Occupancy Rates

Total Room Nights Available <sup>10</sup>	48,560,000
Actual Room Nights Occupied <sup>11</sup>	43,752,160
Actual Annual Occupancy <sup>12</sup>	90.1%
Room Nights Attributable to LVCVA	6,107,900
Percent of Room Nights Attributable to LVCVA	14.0%
Occupancy (Less LVCVA-Attributable Room Nights)	77.5%
Difference in Occupancy Rate without vs. with LVCVA	12.6%

As outlined above, the LVCVA directly accounts for approximately 14 percent of all occupied room nights. Estimating return on investment requires that these values be converted to visitors, and then visitor spending, as a basis for estimating the gross benefit attributable to visitation. Additionally, the limiting assumption has been made that 20 percent of the visitors directly assisted by the LVCVA would have traveled to the destination anyway, finding other means of facilitation. This reduces the attributable visitor total from 14.0 percent to 11.2 percent. Total visitor volume in 2008 was 37.5 million; 11.2 percent of this figure is 4.2 million travelers.

Exhibit III, on the following page, provides a summary of the economic impact assumptions applied on an aggregate and per visitor basis. It suggests that each visitor spends approximately \$680 per trip, an economic contribution that increases to \$1,040 when the indirect and induced impacts of that spending are considered. Applying these spending levels to the total number of trips generates a direct benefit of \$2.8 billion and a total benefit (including secondary impacts) of \$4.4 billion.



<sup>10</sup> Source: 2006 and 2007 Year-end Summaries of LVCVA Visitor Statistics, see reports at <http://www.lvcva.com/press/statistics-facts/index.jsp>.

<sup>11</sup> *Id.*

<sup>12</sup> *Id.*

# Economic Impact Series

LVCVA Return on investment:  
Operations and Advertising

## Exhibit III Economic Impact Assumptions, 2008<sup>13</sup>

Total Visitor Spending (Direct Spending)	\$ 25.4 billion
Average Spending Per Visitor Per Trip (Direct Spending)	\$ 677
Economic Activity Attributable to Visitor Spending (Direct + Indirect)	\$ 39.0 billion
Average Economic Impact Per Visitor Per Trip (Direct + Indirect)	\$ 1,039
Estimated Employment Impacts (Direct + Indirect)	342,459
Estimated Wage and Salary Impacts (Direct + Indirect)	\$ 11.9 billion

Benefits being only one-half the benefit-cost equation, these total visitor spending benefits must be compared against the costs incurred by the LVCVA. During FY 2008, the LVCVA reported a total budget of \$288 million. The sources and uses of this budget are outlined in Exhibit IV, below.

## Exhibit IV LVCVA Budget Summary, FY 2008<sup>14</sup>

<b>Sources</b>		
Room Tax and Gaming Revenue	\$ 221,744,306	77.1%
Interest and Investment Earnings	\$ 6,599,151	2.3%
Other General Revenue	\$ (7,320)	0.0%
Use of Facilities	\$ 55,781,116	19.4%
Marketing	\$ 3,485,815	1.2%
<b>Total Sources</b>	<b>\$ 287,603,068</b>	<b>100.0%</b>
<b>Uses</b>		
General Government	\$ 9,772,660	3.4%
Marketing	\$ 34,616,917	12.0%
Advertising	\$ 88,074,185	30.6%
Operations	\$ 58,248,304	20.3%
Grants and Special Events	\$ 38,556,525	13.4%
Interest and Other	\$ 14,317,290	5.0%
Transfers Out	\$ 44,017,187	15.3%
<b>Total Uses</b>	<b>\$ 287,603,068</b>	<b>100.0%</b>

Again, the LVCVA's budget represents the community "investment" in the tourism industry (i.e., costs); the economic impacts sourced to the LVCVA represent the return on that investment (i.e., benefits). As outlined below,

<sup>13</sup> Please see Economic Impact Series 1.1, *Impact of Operations* for an overview of how the economic impact assumptions are calculated. Note that while the methodology is similar, the analysis has been updated to reflect the most current spending estimates reported in the LVCVA's *Las Vegas Visitor Profile, 2008*.

<sup>14</sup> See, LVCVA 2009 Budget at <http://www.lvcva.com>.

**MINUTES**  
**Public Hearing on the Budget**  
**May 31, 2023**





## Public Hearing on the Budget May 31, 2023 Minutes

The Public Hearing on the Budget of the of the Las Vegas Convention and Visitors Authority (LVCVA) was held at the Las Vegas Convention Center, 3150 Paradise Road, Las Vegas, Nevada 89109, on May 31, 2023. This hearing was properly noticed and posted in compliance with the Nevada Open Meeting Law.

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### Board of Directors (Board)

*Present telephonically unless otherwise noted*

**Commissioner Jim Gibson, Chair**

**Mr. Anton Nikodemus, Vice Chair**.....*absent*

**Mayor Pamela Goynes-Brown, Secretary**

**Mr. Scott DeAngelo, Treasurer**

Councilman Cedric Crear

Mayor Carolyn Goodman

Mr. Brian Gullbrants

Ms. Jan Jones Blackhurst

Commissioner Michael Naft

Mayor Michelle Romero.....*absent*

Ms. Mary Beth Sewald

Mr. Steve Thompson

Councilman Steve Walton

Councilman Brian Wursten.....*absent*

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LVCVA Executive Staff present

Steve Hill, CEO/President

Caroline Bateman, General Counsel

Ed Finger, Chief Financial Officer

Brian Yost, Chief Operating Officer

Lori Nelson-Kraft, Sr. VP of Communications

Kate Wik, Chief Marketing Officer

Nadine Jones, Sr. VP of People & Culture

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### **OPENING CEREMONIES – CALL TO ORDER**

Chairman Jim Gibson called the meeting to order at 1:01 p.m.

Caroline Bateman, General Counsel, acknowledged that all Board members were present telephonically, except for Vice Chair Anton Nikodemus and Members Michelle Romero, Mary Beth Sewald, and Brian Wursten.

Member Sewald joined the meeting telephonically at 1:08 p.m.

### **COMMENTS FROM THE FLOOR BY THE PUBLIC**

There were no comments on the floor by the public.

### **APPROVAL OF AGENDA**

#### **APPROVAL OF THE AGENDA**

**Secretary Pamela Goynes-Brown moved, seconded by Member Jan Jones Blackhurst, and it was carried by unanimous vote of the voting members, to approve the May 31, 2023, Public Hearing on the Budget agenda.**



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**LVCVA STAFF REPORTS AND REQUESTED ACTIONS**

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**PUBLIC HEARING ON THE BUDGET**

ITEM 1. **Public Hearing on the Fiscal Year (FY) 2024 Tentative Budget and Possible Adoption of the FY 2024 Final Budget**

Ed Finger, Chief Financial Officer, stated that the Budget presented at this meeting differed from the budget sent to the State [of Nevada] on April 15, 2023, due to an expenditure adjustment made to the special events category, but is unchanged from the budget that was presented at the May 9, 2023, Regular Meeting of the Board of Directors.

Mr. Finger described the proposed budget as strongly operationally responsive and fiscally disciplined, incorporating dialogues with local governmental peers and economists, and resort partners. Mr. Finger highlighted the following: \$1.013B in expenditures and transfers out; \$183M million of duplicative intercompany transfers leaving a net authorization of \$830M; and \$443M in projected revenues including room tax, facility, monorail and interest.

Mr. Finger explained that the General Fund budget reflects a 5.7% increase over that of FY 2023 and highlighted an increase in the advertising budget for efforts related to the Super Bowl and Formula 1 (F1) events in Las Vegas.

Mr. Finger commented on items from the Special Events budget including Super Bowl, F1, National Finals Rodeo, U.S. Bowling Congress, and events in Downtown Las Vegas, Laughlin, and Mesquite.

Mr. Finger outlined the air service development and international marketing budgets and their focus on opportunistic countries including Mexico, Canada, and Western Europe.

Mr. Finger referenced overdue technology funding for replacement or enhancement of current systems within the General Government budget.

Mr. Finger discussed economic reserve, ending General Fund balance, staffing levels, capital, debt service payments, and the progress of the Las Vegas Convention Center Renovation Project funding goals.

Mr. Finger requested that the Board consider, pursuant to Nevada Revised Statutes (NRS) 354.596 and 354.598: 1) Conducting a public hearing on the LVCVA's FY 2024 Tentative Budget; and 2) Adopting the LVCVA's Final Budget for FY 2024.

Member Carolyn Goodman expressed her ongoing concerns regarding General Fund expenditures related to the operations of the Vegas Loop at the Las Vegas Convention Center and the Las Vegas Monorail, and commended staff on a "job well done."

**Chair Gibson opened the Public Hearing on the Fiscal Year 2024 Budget**

That the Board conduct a public hearing on the LVCVA's FY 2024 Tentative Budget.

Daniel Braisted asked if now was the time for final public comment, to which Chair Gibson clarified that the current public hearing period was specific to comments relative to the tentative budget and the adoption of the FY 2024 final budget. Mr. Braisted stated he had no comments specific to the public hearing item.

**Chair Gibson closed the Public Hearing on the Fiscal Year 2024 Budget**

**Member Sewald moved, seconded by Member Jones Blackhurst, and it was carried by unanimous vote of the voting members to adopt the LVCVA's Final Budget for FY 2024.**

#### **COMMENTS FROM THE FLOOR BY THE PUBLIC**

Daniel Braisted provided information on an upcoming Aviation Open House at North Las Vegas Airport, and referenced the attached handout providing ideas including the use of electric golf carts at the LVCC parking lots, the use of funds for promotion of future conventions and tradeshow, the involvement of Las Vegas in the television marketing business, and the streaming of conventions to libraries or homeless shelters in Nevada.

#### **ADJOURNMENT**

Chair Gibson adjourned the meeting at 1:15 pm.

Respectfully submitted,

Date Approved: June 13, 2023

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Silvia Perez  
Executive Assistant to the Board

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James B. Gibson  
Chair

**From:** [Daniel Braisted](#)  
**To:** [Silvia Perez](#)  
**Cc:** [James Gibson - G; Office of the Mayor; Creer](#)  
**Subject:** DB Input for LVCVA Budget Meeting today  
**Date:** Wednesday, May 31, 2023 9:19:54 AM

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**This Message Is From an Untrusted Sender**

You have not previously corresponded with this sender.

[Report Suspicious](#)

May 30, 2023

Chairman James Gibson,  
& LVCVA Board Members and Staff

Ref: 2024 Budget

Reviewing what I was provided on the budget for this meeting, I note masterful accounting work and wonder if funds were included for the following:

1.  
Funds to purchase and operate electric golf cars to move customers between the west side of Diamond Parking lot (near Circus Circus) to inside the West Hall. It's a long walk after walking around inside the West Hall for 5 hours, then walking, a hot/cold day, to their parked car in Diamond Parking lot near Circus Circus. (Then add someone 10 years older than you, carrying literature). If electric carts can operate in the McCarran Airport where folks are in a rush, then they are safe to operate on the Campus. Yes add a tip jar or a fee or invite sponsors.
2.  
Funds to promote future conventions and events especially those open to the public to Clark County Residents and the Statewide population. CES had about 130,000 attendees, Campus can accommodate 175,000. I like the idea of having an Expo about every 4 months, paid for by those wishing to promote their future convention, local businesses, food trucks, and ticket sales
3.  
Funds to write the needed program that allows locals to share tickets with other locals.. Software could be rented to Trade Shows. Trade Shows would add more eyeballs, names and contacts to their databases. Odds some of those sharing tickets would upgrade to full access pass. Nevada would update its knowledge base.
4.  
Funds to install electrical power sources in key spots where Metro regularly park their

cruisers with the high performance engines on fast idle to power their flashing lights, aging the engines, using expensive fuel and polluting the air.

5.  
Funds to do a survey as to how trade shows help the local businesses. One company likes Las Vegas because the trade shows mean that every CEO of a Fortune 250 company will visit Las Vegas at least once a year
6.  
Funds to work with Cox to come up with super secure “telephone booths” that hold 3 people, They could be sponsored or be fee driven. Super encrypted phone booths would be reassuring for some attendees and encourage their attendance.
7.  
Funds to install and network mobile flat screen tv’s in all the halls and lunch rooms to assist the Trade Show Director to increase marketing dollars and movement of customers to meetings. Would be valuable in a crisis
8.  
Funds to marketing Las Vegas as the TV marketing hub. More celebrities would participate in home and business shopping shows, if they needed to just come to Las Vegas, versus the Northeast or Southeast. This would create the need for a variety of testing labs in Las Vegas (a wish of Mayor Goodman). I am in contact with 2 experienced sales promoters (over a billion each)
9.  
Funds to establish Meeting Sports (MSP’s) throughout the Campus that would make it easier to connect. Rather than saying near Starbucks, it would be MSP #4 near Starbucks
10.  
Funds to monetize FREE Parking, where businesses worldwide would bid online to sponsor time segments of free parking ... Digital signs would be available at parking entrances, stating Free Parking Courtesy of Ford or Blue Man Group or Downtown Las Vegas/Mesquite/Henderson/Laughlin/North Las Vegas
11.  
Funds to develop video feeds from tradeshow to libraries, schools, shelters, and theaters throughout the State and beyond. Possible added revenue for the tradeshow or a discount on Campus fees to the Tradeshow.
12.  
Funds to develop a manufacture rep training center in the City. Or buy an existing manufacturing rep group. Tradeshow directors might be impressed with stainless steel, yet would be very interested in a city that offers 5000 plus certified manufacturer reps with connections to hometowns, served by an airport with the most

direct flights. Great passive income for locals (all ages)

13.

Fund the development of certifications of local "scouts" who would help convention attendees to "see" ALL of the convention and would be available to help those not able to attend, to "see". Great example would be MAGIC to help small clothing stores, who can't make it to Las Vegas. Once the criteria to be a scout was developed, then LVCVA would license local groups to train and certify scouts. Added source of income for locals and LVCVA.

14.

Funds to set up a turnkey system to create more trade associations. You wish to setup a tradeshow for podiums, come to Las Vegas get a manual, database system, and training plus broadcast your new tradeshow to the Company Database maintained by a Division of LVCVA "People dance with the person who brought them to the dance"

15.

Funds (minimal) to develop a transportation system between the Venetian, Wynn, and Convention Center using open air trams like at Universal Studios Whereas folks are unloading one side, folks are loading from the other side. 80% of the route would be on the Wynn Perimeter Access road (minimal traffic). Great marking access for Wynn. It would relieve the lines for The Loop between LCVA and Venetian. You could still have the expensive luxury buses

16.

Funds to purchase the trash, restroom, water cooler etc. notification system like they have at McCarran to report empty water coolers, overfilled trash, etc.

17.

Funds to bring Debates to town . The weakness of current Debates can be cured with a patentable digital program

18.

Funds to license local sign/marketing companies to be a source of sponsors for all events. Odds of sponsor dollars being spent locally would be very high

19.

Funds to label all the halls, on the outside of the buildings from all directions ... Even with temporary signs made with double hemmed banners surrounded via molding.

20.

Funds to add seating on inside of outside walls, that could be folded and locked, into the wall.

21.

Funds available on a monthly basis for Board Members, non LVCVA employees, to



cover small portion of their out of pocket expenses to visit a trade show for a half a day

Would be honored to meet with anyone to hear their feedback on the above


Respectfully,

Daniel Braisted,  
DB702, Inc  
Mgt Eng MBA  
702-365-1833  
PO Box 27469  
Las Vegas, NV 89126

# LAS VEGAS CONVENTION AND VISITORS AUTHORITY

## BOARD OF DIRECTORS MEETING

### AGENDA DOCUMENTATION

<b>MEETING DATE:</b>	JUNE 13, 2023	<b>ITEM NO. 1</b>
<b>TO:</b>	BOARD OF DIRECTORS	
<b>FROM:</b>	BRIAN YOST CHIEF OPERATING OFFICER	<small>DocuSigned by:</small>  <small>9EB0A1EA330F4A7...</small>
<b>SUBJECT:</b>	SPECIAL EVENTS UPDATE	

#### **RECOMMENDATION**

Representatives from the Formula 1 Las Vegas Grand Prix and the Las Vegas Super Bowl Host Committee will provide event updates to the Board of Directors.

This is an informational item and does not require Board action.

#### **FISCAL IMPACT**

None

<b>BOARD ACTION:</b>	
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**STEVE HILL**  
**CEO/PRESIDENT**

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#### **PURPOSE AND BACKGROUND**

Representatives from the Formula 1 Las Vegas Grand Prix and the Las Vegas Super Bowl Host Committee will present the Board with updates on their preparation efforts related to the inaugural Formula 1 Las Vegas Grand Prix, which will take place in November of 2023, and Super Bowl LVIII, which will take place in February of 2024.

# LAS VEGAS CONVENTION AND VISITORS AUTHORITY

## BOARD OF DIRECTORS MEETING

### AGENDA DOCUMENTATION

<b>MEETING DATE:</b>	<b>JUNE 13, 2022</b>	<b>ITEM NO. 2</b>
<b>TO:</b>	<b>BOARD OF DIRECTORS</b>	
<b>FROM:</b>	<b>H. FLETCH BRUNELLE VICE PRESIDENT OF MARKETING</b>	DocuSigned by: <i>H. Fletcher Brunelle</i> 1ED08A07D2D34D9...
<b>SUBJECT:</b>	<b>AVIAREPS TOURISM KOREA - INTERNATIONAL REPRESENTATIVE OFFICE CONTRACT – SOUTH KOREA</b>	

#### **RECOMMENDATION**


That the Board of Directors consider: 1) Authorizing the Chief Executive Officer (CEO)/President to execute a one-year agreement, beginning July 1, 2023, through June 30, 2024, with two optional one-year extensions, with AVIAREPS Tourism – Korea, for an international representative office in South Korea, in the amount of \$1,140,000; and 2) Authorizing any residual unexpended balances from this authorization to revert to available general funds.

For possible action.

#### **FISCAL IMPACT**

FY 2024: \$360,000 Expenditure  
FY 2025: \$380,000 Expenditure  
FY 2026: \$400,000 Expenditure

<b>BOARD ACTION:</b>	
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STEVE HILL  
CEO/PRESIDENT

#### **PURPOSE AND BACKGROUND**

Korean Air restarted direct non-stop service from Seoul, South Korea to Las Vegas in July 2022. In September 2022, the Las Vegas Convention and Visitors Authority (LVCVA) engaged AVIAREPS Tourism – Korea to begin marketing representation for the destination. Staff seeks approval to execute a one-year agreement with AVIAREPS Tourism – Korea with two optional one-year extensions, in its ongoing efforts to stimulate international visitation recovery.

Las Vegas Convention and Visitors Authority Board of Directors' Meeting  
Agenda Documentation

Meeting Date: June 13, 2023

Subject: AVIAREPS Tourism Korea - International Representative Office Contract  
– South Korea


As a market, South Korean visitation to the destination is slowly recovering. In calendar year 2022, Las Vegas had 100,000 visitors from South Korea – roughly 50% of the 202,000 South Korean visitors from calendar year 2019. As of the end of March 2023, Korean Air increased its frequency of direct flights to 4x/week (Sun-Mon-Wed-Fri) for a total of 1,164 inbound weekly seats – an increase of 33% compared to the prior 3x/week (Wed-Fri-Sun) service at 873 inbound seats.

AVIAREPS Tourism - Korea will provide services related to direct and non-stop air service to Las Vegas and support in the areas of Leisure Sales, Trade PR, and Consumer PR. Its marketing expenditures will include familiarization tours of the destination or FAMS, sales and trade missions, air service development promotion, education, and customer entertainment.

# LAS VEGAS CONVENTION AND VISITORS AUTHORITY

## BOARD OF DIRECTORS MEETING

### AGENDA DOCUMENTATION

<b>MEETING DATE:</b>	JUNE 13, 2023	<b>ITEM NO. 3</b>
<b>TO:</b>	BOARD OF DIRECTORS	
<b>FROM:</b>	BRIAN YOST CHIEF OPERATING OFFICER	<small>DocuSigned by:</small>  <small>9EB0A1EA330E4A7</small>
<b>SUBJECT:</b>	LAS VEGAS EVENTS PROMOTION AGREEMENT JULY 1, 2023 – JUNE 30, 2024	

#### **RECOMMENDATION**

That the Board of Directors consider: 1) Authorizing the Chief Executive Officer (CEO)/President to execute an Events Promotion Agreement with Las Vegas Events, Inc. (LVE) for fiscal year (FY) 2024 in the amount of \$6,696,130; and 2) Authorizing any residual unexpended balances from this authorization to revert to available general funds.

For possible action.

#### **FISCAL IMPACT**

FY 2024: \$6,696,130 Expenditure

<b>BOARD ACTION:</b>	
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**STEVE HILL**  
**CEO/PRESIDENT**

#### **PURPOSE AND BACKGROUND**

The proposed FY 2024 Events Promotion Agreement with LVE, a non-profit Nevada corporation, enables LVE to promote special events within Clark County, and authorizes the Las Vegas Convention and Visitors Authority (LVCVA) to provide funding for certain special events and other expenses.


The destination capitalizes on special events to drive visitor volume and media exposure, extend television and other media coverage, and provide co-sponsorship and branding for Las Vegas and outlying areas. Mesquite and Laughlin utilize these special events as part of their branding campaigns as well.



# LAS VEGAS CONVENTION AND VISITORS AUTHORITY

## BOARD OF DIRECTORS MEETING

### AGENDA DOCUMENTATION

<b>MEETING DATE:</b>	JUNE 13, 2023	<b>ITEM NO. 4</b>
<b>TO:</b>	BOARD OF DIRECTORS	
<b>FROM:</b>	BRIAN YOST CHIEF OPERATING OFFICER	<small>DocuSigned by:</small>  <small>9EB0A1EA330F4A7...</small>
<b>SUBJECT:</b>	<b>REQUEST TO APPROVE LVE EVENT FUNDING:</b> <b>NBA SUMMER LEAGUE</b> <b>LAS VEGAS, NV – JULY 7-17, 2023</b>	

#### **RECOMMENDATION**

That the Board of Directors consider: 1) Approving an expenditure in the amount of \$600,000 to Las Vegas Events (LVE) to fund the National Basketball Association Summer League July 7 – 17, 2023, at Thomas & Mack Center; and 2) Authorizing any residual unexpended balances from this authorization to revert to available general funds.

For possible action.

#### **FISCAL IMPACT**

FY 2024: \$600,000    Expenditure

<b>BOARD ACTION:</b>	
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**STEVE HILL**  
**CEO/PRESIDENT**

#### **PURPOSE AND BACKGROUND**


The 19<sup>th</sup> National Basketball Association (NBA) Summer League will consist of 75 games between 30 teams over 11 days, providing NBA teams with the opportunity to develop talent and experiment with different rosters. Fans and media will have an opportunity to see top rookies as they transition from college basketball to the NBA, while unsigned free agents and players who are no longer on rosters also participate in an attempt to make it back into the NBA. NBA Summer League games are broadcast on ESPN and NBA TV and streamed live on the NBA mobile app.

NBA Summer League is expected to draw more than 41,850 out-of-town visitors and generate an estimated total economic impact of \$91.6 million.

# LAS VEGAS CONVENTION AND VISITORS AUTHORITY

## BOARD OF DIRECTORS MEETING

### AGENDA DOCUMENTATION

<b>MEETING DATE:</b>	JUNE 13, 2023	<b>ITEM NO. 5</b>
<b>TO:</b>	BOARD OF DIRECTORS	
<b>FROM:</b>	BRIAN YOST CHIEF OPERATING OFFICER	<small>DocuSigned by:</small>  <small>9EB0A1EA330F4A7...</small>
<b>SUBJECT:</b>	AGREEMENTS WITH WAXIE SANITARY SUPPLY COMPANY	

#### **RECOMMENDATION**

That the Board of Directors consider: 1) Authorizing the Chief Executive Officer (CEO)/President to approve expenditures with Waxie Sanitary Supply Company (Waxie) for sanitary and cleaning supplies and equipment for the period from July 1, 2023, through June 30, 2026, in the amount of \$450,000; and 2) Authorizing any residual unexpended balances from this authorization to revert to available general funds.

For possible action.

#### **FISCAL IMPACT**

FY 2024: \$150,000  
FY 2025: \$150,000  
FY 2026: \$150,000

<b>BOARD ACTION:</b>	
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**STEVE HILL**  
**CEO/PRESIDENT**

#### **PURPOSE AND BACKGROUND**

The LVCVA purchases toilet tissue, dispensers, toilet seat covers, disinfectant, cleaners, and other janitorial supplies from Waxie for the Las Vegas Convention Center.

As required by Nevada Revised Statute (NRS) 332, the Las Vegas Convention and Visitors Authority (LVCVA) conducted a bid in 2021 to furnish toilet tissue and dispensers for fiscal year 2022. The lowest responsible bidder was Waxie. The LVCVA contracted with the vendor and purchased goods under this bid in 2022 in the amount of \$49,000. The bid allowed for three (3) additional one (1) year extensions. LVCVA staff is expecting to utilize \$70,000 per year in fiscal years 2023-2025 under this bid agreement.

Las Vegas Convention and Visitors Authority Board of Directors' Meeting  
Agenda Documentation  
Meeting Date: June 13, 2023  
Subject: Agreements with Waxie Sanitary Supply Company


The LVCVA also purchased a \$79,000 autonomous floor scrubber from Waxie in fiscal year 2023.

This aggregate spend of the 2021 bid, combined with the floor scrubber and other purchases, will cause the total expenditures under the agreements with Waxie to exceed the CEO's Signature Authority, requiring additional approval in accordance with LVCVA Board Policy. Staff plans to bid the majority of the necessary purchases in 2026.

# LAS VEGAS CONVENTION AND VISITORS AUTHORITY

## BOARD OF DIRECTORS MEETING

### AGENDA DOCUMENTATION

<b>MEETING DATE:</b>	JUNE 13, 2023	<b>ITEM NO. 6</b>
<b>TO:</b>	BOARD OF DIRECTORS	
<b>FROM:</b>	ED FINGER CHIEF FINANCIAL OFFICER	DocuSigned by: 
<b>SUBJECT:</b>	TBC – THE BORING COMPANY – OPERATIONS AND MANAGEMENT AGREEMENT FOR THE VEGAS LOOP AT THE LAS VEGAS CONVENTION CENTER	

#### **RECOMMENDATION**

That the Board consider authorizing the Chief Executive Officer (CEO)/President to execute an agreement with TBC - The Boring Company, DBA Vegas Loop, for the operations and management of the Vegas Loop at the Las Vegas Convention Center, in an amount not to exceed \$4,600,000, for the period beginning July 1, 2023, through June 30, 2024.

For possible action.

#### **FISCAL IMPACT**

FY 2024: \$ 4,600,000

<b>BOARD ACTION:</b>	
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**STEVE HILL**  
**CEO/PRESIDENT**

#### **PURPOSE AND BACKGROUND**

The Board approved the design and construction contract for the Campus Wide People Mover, now named the Vegas Loop at the Las Vegas Convention Center (System), with TBC - The Boring Company, DBA Vegas Loop (Provider) on May 22, 2019.

The Board approved the first System Operations and Management Agreement in January 2021. The Agreement, with an initial term of February 1, 2021, to June 30, 2022, contains an optional five-year extension period. The Board approved a one-year extension in April 2022 in the amount of \$4,500,000.

The System has moved over 1,000,000 passengers during its first two years of operation. The average customer rating has been 4.9 on a 5.0-point scale.


The Agreement may be terminated for Provider's failure to perform, or for the LVCVA's convenience, with 120 days' notice.

Staff is requesting approval of a second one-year extension.

# LAS VEGAS CONVENTION AND VISITORS AUTHORITY

## BOARD OF DIRECTORS MEETING

### AGENDA DOCUMENTATION

<b>MEETING DATE:</b>	<b>JUNE 13, 2023</b>	<b>ITEM NO. 7</b>
<b>TO:</b>	<b>BOARD OF DIRECTORS</b>	
<b>FROM:</b>	<b>ED FINGER CHIEF FINANCIAL OFFICER</b>	DocuSigned by:  93337CASF6364C6...
<b>SUBJECT:</b>	<b>WESTERN MANAGEMENT GROUP - LAS VEGAS MONORAIL OPERATIONS AND MANAGEMENT AGREEMENT AMENDMENT</b>	

#### **RECOMMENDATION**

That the Board consider authorizing the Chief Executive Officer (CEO)/President to execute an amendment to the agreement with Western Management Group (WMG), in the amount of \$60,000,000, for the operations and management of the Las Vegas Monorail System (System), to: 1) extend the term of the agreement through June 30, 2026, and 2) revise the WMG management bonus structure.

For possible action.


#### **FISCAL IMPACT**

FY 2024: \$20,000,000

FY 2025: \$20,000,000

FY 2026: \$20,000,000

<b>BOARD ACTION:</b>	
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**STEVE HILL**  
**CEO/PRESIDENT**

#### **PURPOSE AND BACKGROUND**

Staff seeks to extend the term of the existing Las Vegas Monorail Operations and Management Agreement (Agreement) with WMG from July 1, 2023, through June 30, 2026, and to amend the framework of the management bonus outlined in the Agreement. The Agreement currently provides for a WMG management bonus of 15% of System net revenue, not to exceed \$750,000 per year. The proposed amendment to the Agreement will exclude 60% of advertising revenue from the net revenue calculation.

The Board approved the acquisition of the System for \$24.5 million in September 2020 and approved the Agreement in the amount of \$45 million in January 2021.

Las Vegas Convention and Visitors Authority Board of Directors Meeting  
Agenda Documentation

Meeting Date: June 13, 2023

Subject: Western Management Group - Las Vegas Monorail Operations and  
Management Agreement Amendment

The Agreement allows the LVCVA to manage a range of operational conditions providing compensation and management situational adjustments that were utilized through pandemic-related management, the initial period of operational ramp-up and reduced customer ridership, to now normalized operations. WMG employs key operational staff from the Las Vegas Monorail Company, the previous operator of the System.


The System has moved 8.7 million riders since its reopening in May 2021 and has received solid customer service scores and secret shopper reports. WMG has run the System without significant safety incidents. The transportation system consulting firm hired to evaluate WGM's System maintenance program reported favorably on those efforts. Since reopening, Monorail financial performance has outperformed projections.

All other terms and conditions of the Agreement remain unchanged. The scope of work provides for transportation operations, safety and security, cleaning, maintenance and inspection, revenue collection, and customer service. Staff utilized third-party experts to review the Agreement's original terms and conditions.

# LAS VEGAS CONVENTION AND VISITORS AUTHORITY

## BOARD OF DIRECTORS MEETING

### AGENDA DOCUMENTATION

<b>MEETING DATE:</b>	JUNE 13, 2023	<b>ITEM NO. 8</b>
<b>TO:</b>	BOARD OF DIRECTORS	
<b>FROM:</b>	ED FINGER CHIEF FINANCIAL OFFICER	<small>DocuSigned by:</small>  <small>93337CA3F6364C0...</small>
<b>SUBJECT:</b>	LEVY ONLINE - LAS VEGAS MONORAIL ONLINE MARKETING AND WEBSITE MAINTENANCE SERVICES AGREEMENT	

#### **RECOMMENDATION**


That the Board of Directors consider authorizing the Chief Executive Officer (CEO)/President to execute an agreement with Levy Online for online marketing and website maintenance, for the period from July 1, 2023 through June 30, 2024, with two (2) optional one (1) year extensions, in the amount of \$1,620,000.

For possible action.

#### **FISCAL IMPACT**

FY 2024: \$525,000 Expenditure  
FY 2025: \$540,000 Expenditure  
FY 2026: \$555,000 Expenditure

<b>BOARD ACTION:</b>	
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**STEVE HILL**  
**CEO/PRESIDENT**

#### **PURPOSE AND BACKGROUND**

The Las Vegas Convention and Visitors Authority (LVCVA), purchased the Las Vegas Monorail in December 2021. Levy Online (Levy) had been providing pay-per-click (PPC), conversion rate optimization (CRO), search engine optimization (SEO), website maintenance, and related services (Services) for Monorail ticket sales and awareness in a contract with the LVCVA's Monorail operations contractor, Western Management Group (WMG).

Las Vegas Convention and Visitors Authority Board of Directors Meeting  
Agenda Documentation

Meeting Date: June 13, 2023

Subject: Levy Online - Las Vegas Monorail Online Marketing and Website  
Maintenance Services Agreement

Levy has refined the services to target potential Monorail riders and has helped grow the percentage of customers purchasing Monorail tickets in advance. Customers who purchase their Monorail tickets in advance tend to buy larger ticket types and ride more.

The Services are managed by the LVCVA's internal Transportation Department specific to the Las Vegas Monorail and are direct and specific revenue-generating activities that have contributed to the positive operating results of the Monorail since the LVCVA purchased the system. LVCVA staff has made the decision to manage Levy directly rather than through WMG.

The Services under the proposed agreement include: PPC campaign and strategy to provide Monorail services preferential positioning in selected paid search platforms; keyword research, selection and ongoing refinement; web performance and ROI metrics tracking; PPC banner development and placement; A/B testing and refinement; conversion tracking and reporting; campaign budgeting and implementation for display, search and social channels and related development and management activities.


The agreement will have two optional one (1) year extensions.



# LAS VEGAS CONVENTION AND VISITORS AUTHORITY

## BOARD OF DIRECTORS MEETING

### AGENDA DOCUMENTATION

<b>MEETING DATE:</b>	<b>JUNE 13, 2023</b>	<b>ITEM NO. 9</b>
<b>TO:</b>	<b>BOARD OF DIRECTORS</b>	
<b>FROM:</b>	<b>ED FINGER CHIEF FINANCIAL OFFICER</b>	DocuSigned by:  93337CA3F6304C0...
<b>SUBJECT:</b>	<b>PUBLIC HEARING ON COLLECTIVE BARGAINING AGREEMENT (CBA) WITH SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU) LOCAL 1107</b>	

#### **RECOMMENDATION**

That the Board of Directors consider, pursuant to Nevada Revised Statutes (NRS) 288.153, conducting a public hearing on the tentative CBA between the Las Vegas Convention and Visitors Authority (LVCVA) and SEIU, effective July 1, 2023, through June 30, 2028, and approving the CBA.

For possible action.

#### **FISCAL IMPACT**

FY 2024: \$27,651,000 (\$951,000 expenditure increase from prior CBA)  
FY 2025: \$28,002,000 (\$351,000 expenditure increase, plus future wage adjustment reopener)  
FY 2026: \$28,348,000 (\$346,000 expenditure increase, plus future wage adjustment reopener)  
FY 2027: \$28,689,000 (\$341,000 expenditure increase, plus future wage adjustment reopener)  
FY 2028: \$29,025,000 (\$336,000 expenditure increase, plus future wage adjustment reopener)

<b>BOARD ACTION:</b>	
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**STEVE HILL**  
**CEO/PRESIDENT**

#### **PURPOSE AND BACKGROUND**

The existing CBA between the LVCVA and the SEIU expires on June 30, 2023. LVCVA staff and the SEIU have reached a tentative agreement on a new CBA for the period July 1, 2023, through June 30, 2028. The following documents are attached to this agenda item:

- A summary of the changes from the previous CBA.
- The proposed new CBA and attachments showing changes from the previous CBA.
- Information demonstrating the fiscal impact of the CBA.

## **Attachment 1 - Summary of 2023 – 2028 SEIU Contract Changes**

### **General changes made through document:**

- Changed gender-specific language to gender-neutral language.
- Changed employee to Ambassador.
- Corrected outdated titles and organizational unit names.
- Grammatical repair.

### **Appendix A – LVCVA Bargaining Unit Classifications Ambassadors (non-supervisory):**

- Deleted unused titles of Business Services Specialist and Visitor Information Clerk.
- Moved non-supervisory trade positions (electrician, engineers, mechanic-welders, plumbers, HVAC technicians, kitchen technicians) up one grade each (4% pay grade differential) because of external market compensation comparisons.
- Moved security dispatcher up one grade (4% pay grade differential) because of external and internal compensation comparisons.

### **Article 1 – Agreement:**

- Extended term of agreement from July 1, 2023, through June 30, 2028.
- General language clean up.

### **Article 6 – Market Wage Adjustments:**

- Changed article title from Across-the-Board Increases to Market Wage Adjustments.
- First year wage and range (step and grade) increase of 4.9%.
- Lump-sum bonus of \$250 per Ambassador.
- Reopeners for wage adjustments only for second through fifth contract years.

### **Article 8 – Hours of Work:**

- Clarified working during lunch break provisions for Customer Safety department.
- Allowed compensatory time in lieu of overtime for special event work, subject to management approval.
- Adjusted swing and grave shift differential to align with local government comparisons.
- Increased premium pays for Customer Safety instructors, for hours in training, and Emergency Medical Technicians.
- Created premium pay for plumbers with backflow certification for hours worked using the certification.
- Revised canine pay allowance to cover periods of leave while caring for the canine.

### **Article 9 – Filling of Vacancies:**

- Ambassadors in Grade 9 (custodians and perimeter security officers) will start at step 1 of the pay grade instead of step 0 (4% starting differential) in the future and current Ambassadors at step 0 will be moved to step 1.

### **Article 10 – Holidays:**

- Added the national holiday of Juneteenth.

Article 11 - Personal Time Off:

- Decreased PTO accrual rate for Ambassadors in their first five years of employment from 8 hours per pay period (208 hours per year) to 6.16 per pay period (160 hours per year).

Article 12 – Miscellaneous Leave:

- Clarified military leave to refer back to state and federal law.
- Added Parental Leave program allowing for time off for a new child without creating any new paid leave entitlement, consistent with Board-approved program for non-bargaining unit Ambassadors.

Article 15 – Educational Assistance:

- Created a program to allow for cross-training for promotion opportunities, subject to Authority determination of program size and business need.

Article 17 – Health and Safety:

- Increased safety shoe allowance from \$125 to \$175.

Article 19 – Reductions in Force and Recall:

- Changed title of article from Layoff and Recall to Reductions in Force and Recall.
- Clarified RIF order and process.
- Changed the process of determining exemptions from RIF from skill and ability justified to Authority-determined list of 4% of bargaining Ambassadors.
- Created a process for bumping down to lower positions.
- Created a provision that bargaining Ambassadors may participate in Authority wide separation program benefits during a RIF.

Article 20 – Dispute Resolution:

- Modified Step 1 of the grievance process from a bargaining unit and People and Culture process to a bargaining unit, department head, and People and Culture process.

Article 21 – Corrective Action and Discipline:

- Created process for Last Chance Agreement in lieu of termination for violations of the drug and alcohol policy, as determined by the Authority.
- Revised disciplinary document retention, creating a retention period for Coaching and/or Counseling documents, the lowest level of corrective action, and requiring an absence of similar disciplinary activity to remove disciplinary documents from the Ambassador's file.

Article 22 – Definitions:

- Modified seniority determination process for Ambassadors with same day seniority.



C	OLLECTIVE
B	ARGAINING
A	GREEMENT

July 1, 2023 - June 30, 2028

SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1107



## **Appendices**

Appendix A LVCVA Bargaining Unit Classifications – Ambassadors

LVCVA Bargaining Unit Classifications – Supervisory Ambassadors

Appendix B July 9, 2023 – June 30, 2024

## **Signature Pages**

Appendix A  
LVCVA Bargaining Unit Classifications  
**AMBASSADORS**  
Effective July 9, 2023

<b>Title</b>	<b>Grade</b>
A/V Technician .....	20
Accounting Specialist .....	16
Accounting Technician .....	20
Building Engineer .....	21
Canine Officer .....	20
Custodian .....	9
Database Marketing Coordinator.....	16
Electrician .....	21
Exterior Engineer .....	21
Facility Support Technician.....	20
Fire Prevention Coordinator .....	25
Fire Prevention Technician .....	22
Graphics Technician .....	20
Groundskeeper.....	17
Guest Experience Specialist .....	15
HVAC Technician .....	21
Kitchen Technician.....	21
Laborer .....	14
Lead Accounting Technician .....	22
Lead Custodian .....	11
Lead Groundskeeper.....	19
Lead Service Worker .....	16
Lead Services Support Technician .....	18
Life Systems Coordinator .....	25
Mechanic .....	20
Mechanic-Welder.....	21
Perimeter Security Officer .....	9
Photographer.....	18
Plumber.....	21
Purchasing Assistant .....	18
Secretary .....	16
Security Dispatcher .....	16
Security Officer .....	17
Service Worker .....	14
Services Clerk .....	12
Services Support Technician .....	16

Appendix A

LVCVA Bargaining Unit Classifications  
SUPERVISORY AMBASSADORS

<b>Title</b>	<b>Grade</b>
A/V Supervisor.....	25
Building Engineer Supervisor .....	25
Engineering Assistant Supervisor .....	22
Engineering Maintenance Supervisor .....	25
Exterior Engineer Supervisor .....	25
Facility Support Supervisor .....	25
Graphics Supervisor.....	25
Grounds Supervisor.....	22
Perimeter Security Supervisor .....	20
Electrician Supervisor .....	25
HVAC Supervisor.....	25
Mechanic-Welder Supervisor .....	25
Plumber Supervisor .....	25
Security Sergeant .....	22
Services Supervisor.....	22

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# **Article 1**

## **Agreement**

### 1.1 – Term of Agreement

- a. This Agreement is made and entered into this day of June 2023, by and between the Service Employees International Union/SEIU Local 1107, hereinafter referred to as the "Union" and the Las Vegas Convention and Visitors Authority, hereinafter referred to as the "Authority."
- b. This Agreement will be effective July 1, 2023, and will remain in effect until June 30, 2028. No changes, amendments, modifications, or termination of this agreement shall be made unless mutually agreed upon by the parties, pursuant to the provisions of Chapter 288 of the Nevada Revised Statutes (NRS). The terms and provisions of this agreement shall remain in full force and effect until a successor agreement can be reached.

### 1.2 – Joint Meetings and Cooperation

- a. In order for the Union and the Authority to maintain close liaison with each other to provide mutual attention to the administration and application of this Agreement, the parties agree to meet, if requested by either party, and to have those persons in attendance who are responsible for the matters set forth herein.
- b. This article does not preclude informal discussion between the parties of any matter which is not subject to negotiation or contract. Any such informal discussion is exempt from all requirements of notice or time schedule.
- c. The Union and the Authority agree that favoritism is not to be used in the application of this contract or in the dealings with the Ambassadors of the Authority.

### 1.3 – General Savings

- a. If any provision of this Agreement or any application of the Agreement to any person or persons covered herein be found contrary to federal law or the NRS, the provision or application will be deemed invalid except to the extent permitted by law, but all other provisions of this Agreement will continue in full force and effect.
- b. If there is any change in federal law or the NRS that would invalidate any provision of this Agreement which is within the scope of mandatory bargaining contained in NRS 288.150, the parties will meet to negotiate possible changes in the Agreement relative to the affected provisions only.
- c. In the event Chapter 288 of the NRS is amended, the Authority and the Union, through a committee of not more than 5 representatives each, will meet within 30 days of such passage to informally discuss the ramifications, if any, on this Agreement.

- d. The Authority and the Union acknowledge their individual responsibilities under federal, state and local laws, and agree it is unnecessary to individually detail such responsibilities in this Agreement.

#### 1.4 – Intent

- a. It is the purpose of this Agreement to: (1) promote and provide a responsible labor relations policy between the Authority and Ambassadors covered herein, (2) secure an orderly and equitable disposition of grievances which may arise under the Agreement, and (3) set forth the full and entire understanding of the parties reached as a result of good faith negotiations regarding the wages and other specified conditions of employment of Ambassadors covered by this Agreement.
- b. The parties recognize and agree that (1) the tourism and convention business is vital to the economy of Southern Nevada and is the primary mission of both the Authority and the Union and (2) any direct communication to tourists and conventioners that there is labor unrest or instability could be disruptive to our economy.

#### 1.5 – Attempts to Influence

In recognition of Section 1.4, the parties agree:

- a. That attempts to influence the collective bargaining process will only be directed toward the Ambassadors of the Authority and their Union affiliates, Authority management, and the resident population within the State of Nevada.
- b. The Union agrees to provide the Authority a listing of its affiliations and update the list when changes occur.
- c. The parties pledge to not attempt to appeal to tourists or conventioners to influence the collective bargaining agreement, the collective bargaining process, or anything within the jurisdiction of Chapter 288 of the NRS.

#### 1.6 – Informational Picketing

- a. Prior to conducting any informational picketing or rallies, the Union and the Authority will meet within 2 days of the Union's notification to the Authority to discuss the time, place, and reasons. Informational pickets or rallies will not take place any earlier than 5 working days after the meeting.
- b. Informational picketing or rallies will be restricted from the following locations:
  - 1. The sidewalk or public right-of-way adjacent to any facilities whose primary function is tourism or conventions;
  - 2. Any public sidewalk or street which is generally traveled by a tourist or conventioner (i.e., Paradise Road, Las Vegas Boulevard, Sahara Avenue, Flamingo Road, Tropicana Boulevard, or Fremont Street);
  - 3. The facilities operated by the Authority.

#### 1.7 – No Strike/No Lock-Out

- a. The Union agrees not to strike, nor to endorse, support, assist, or encourage in any way any individual Ambassador or group of Ambassadors to participate in any strike.
- b. The Authority agrees not to lock out Ambassadors under any circumstances.

#### 1.8 –Discrimination Prohibited

Neither the Authority nor the Union will discriminate against any Ambassador covered by this Agreement in a manner which would violate the NRS, Chapter 613.330.

#### 1.9 –Union Membership or Activity

Neither the Authority nor the Union will interfere with the right of Ambassadors covered by this Agreement to become or not become members of the Union, and there will be no discrimination against any such Ambassadors because of lawful Union membership or non-membership activity or status.

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## **Article 2 RECOGNITION**

### 2.1 – Collective Bargaining Recognition

- a. The Authority hereby recognizes the Union as the sole and exclusive collective bargaining representative of Authority Ambassadors assigned to the classifications listed in Appendix A who are eligible to be represented by the Union except as limited by Section 2.2 of this article. Any proposed additions or deletions to these classifications will be furnished to the Union for review and comment prior to any formal action by the Authority. Both parties recognize that the Union retains its right to appeal under the provisions of NRS 288.170.
- b. As described herein, this contract covers 2 bargaining units, which were established pursuant to the procedures as contained in NRS 288. For simplicity purposes only, the parties have combined all contract terms applicable to each bargaining unit under this one agreement. Nevertheless, it is the express intention of both parties that each bargaining unit will be deemed to have its own collective bargaining agreement with the relevant terms separately applicable to each. Thus, each article contained herein will have its appropriate and separate application as to the non-supervisory unit and/or as to the supervisory unit.

### 2.2 – Ambassadors Excluded from the Bargaining Unit

- a. Authority Ambassadors who are excluded from the bargaining unit are as follows:
  - 1. Those Ambassadors certified to another bargaining unit or as required under the provisions of Chapter 288 of the NRS
  - 2. Administrative employees
  - 3. Confidential employees
  - 4. Temporary Ambassadors
  - 5. Part-time Ambassadors
  - 6. Volunteers
  - 7. Intermittent Ambassadors
- b. The Authority will not utilize a series of temporary and/or intermittent Ambassadors in essentially the same position in order to avoid a position's placement in the bargaining unit.

### 2.3 – New Hires

Newly hired Ambassadors who have not completed their introductory period are not excluded from the bargaining unit.

#### 2.4 – Member Information

- a. The Authority will provide quarterly to the Union the names, dates of hire, wage rates, classifications, departments, addresses, and phone numbers of all members of the bargaining unit, including each new hire who is known to be eligible for inclusion in the unit. All information will be provided in an electronic format mutually agreeable to each of the parties.
- b. The Authority will allow the Union 30 minutes to present information at each new hire orientation, and only People and Culture staff will be present.
- c. Errors or omissions will not constitute a violation of this Agreement for any purpose.
- d. All information is furnished for the exclusive use of the Union and will not be used for any other purpose or be given to any other person or organization without the express written approval of the Ambassador involved.

## **Article 3**

### **MANAGEMENT RIGHTS**

#### 3.1 – Intent

All rights and responsibilities of the Authority granted by applicable federal, state, or local laws, regulations, or ordinances which are not specifically modified by this Agreement will remain the exclusive management rights of the Authority.

#### 3.2 – Sole Authority

The Authority is entitled, without negotiation, to the sole right and authority to operate and direct the affairs of the Authority in all its various aspects. Those rights include, but are not limited to, the following:

- a. Hire, direct, assign, train, transfer, coach, take disciplinary action against, suspend, or terminate any Ambassador, except as otherwise contained in this contract, but excluding the right to assign or transfer an Ambassador as a form of discipline.
- b. Reduce in force any Ambassador because of lack of work or lack of money, subject to the provisions of the NRS and this Agreement.
- c. Determine the number of positions, classifications, and departments to be affected by a reduction in force.
- d. Determine appropriate staffing levels and work performance standards within safety considerations.
- e. Determine the content of the workday including, without limitation, workload factors within safety considerations.
- f. Determine the quality and quantity of services to be offered to the public and the means and methods of offering those services.
- g. Extend, limit, curtail, or contract out its operations.
- h. The processes, services, and materials to be purchased, contracted and subcontracted. Subcontracted shall not apply to the subcontracting out of work covered by this Agreement.
- i. Take whatever actions may be necessary to carry out its responsibilities in situations of emergency, such as a riot, military action, natural disaster, civil disorder, or terrorist action.

#### 3.3 – Negotiation of Non-Mandatory Subjects

The Union acknowledges that with respect to any non-mandatory subjects of bargaining, as defined in NRS 288.150, which are included in this Agreement, the Authority is not waiving or in any way limiting its rights under NRS 288.150 to refuse to bargain over non-mandatory subjects during these or in future negotiations of this



Agreement.

#### 3.4 – Temporary Replacements

The Authority, in its sole discretion, may call in a part-time Ambassador to replace an absent Ambassador or temporarily re-assign a full-time Ambassador to replace the absent Ambassador, and will not be subject to the provisions of Article 20 of this Agreement.

#### 3.5 – Uniforms

The Authority reserves the right to determine the Ambassadors who are required to wear uniforms and safety shoes and to designate the style and color of the uniform to be worn. The Authority will provide said uniforms at no cost to the Ambassador.

#### 3.6 – Safety Rules

The Authority reserves the right to adopt reasonable safety rules in accordance with OSHA regulations. The Authority will have the right to impose appropriate discipline for the violation of such rules.

## **Article 4**

### **UNION RIGHTS**

#### 4.1 – Union Membership

The Authority and the Union agree that Ambassadors eligible for membership in the Union will be protected in the exercise of their right, freely and without fear of penalty and reprisal, to form, join, and participate in authorized and legal Union functions. The freedom of such Ambassadors to assist the Union will be recognized as extending to participation in the management of the Union in the capacity of a Union officer or representative.

#### 4.2 – Union Representatives

Union representatives will be designated by the Union. The number of representatives allowable will be determined in the following manner:

- a. The Union may designate stewards to perform normal Union representative duties as defined in this Agreement.
- b. While the Union is free to choose its representation from Ambassadors, it agrees that the number of representatives from any one department, division, work area, shift or location will not unreasonably hinder effective working relationships or productivity and services.
- c. The Union will notify the Authority, in writing, of the names of the representatives and their respective jurisdictional area, within 30 calendar days of the effective date of any such designation. The jurisdiction of the stewards will be within the sole discretion of the Union, without interference from the Authority, consistent with Section 4.2.b. of this article.
- d. If a Chief Steward is regularly scheduled to be off other than Saturday and Sunday, their shift will be changed, at their option, for the duration of their term to Saturday and Sunday off without loss of pay or benefits. If the change in schedule unduly affects another Ambassador, the Authority and the Union will meet to discuss and resolve the issue.

#### 4.3 – Release From Duty for Union Business

- a. All representatives will notify and request approval for release from duty from their immediate supervisors through the appropriate leave form prior to the release each time they need to conduct Union business. Such leave will occur in increments of 15 minutes or greater.
- b. Representatives will be relieved of duty unless operational demands prohibit granting the request.
- c. Use of representative time will not be abused by the Ambassador and use of said time will not be unreasonably withheld by the immediate supervisor.
- d. An alternate Union representative may serve in the absence of the respective

representative who is on authorized leave or is otherwise unavailable.

#### 4.4 – Union Business During Work Hours

- a. Union business conducted by Ambassador and non-Ambassador representatives must be conducted during Ambassador work breaks or lunch periods.
- b. Union business, such as organizing, must not interfere with Ambassador duties.
- c. All representatives must notify and obtain permission from supervision of the Ambassador's department before entering the work area during working hours.

#### 4.5 – Union Bank Hours

- a. For each separate fiscal year covered by the term of this Agreement, the Union will be allocated a total of 500 Union bank hours per bargaining unit for designated Union members to (1) attend monthly steward meetings, conferences, legislative sessions, or conventions and (2) represent Ambassadors at any step of the grievance procedure, discipline, demotion, suspension, or termination proceeding/hearing. Employee Management Relations Committee ("EMRC") meetings are not considered union business, and bargaining-unit members who attend these meetings will not be required to clock out unless overtime will be accrued. Overtime will not be paid for such meetings. If a representational matter is *de minimis*, e.g., 30 minutes or less, utilization of Union bank hours is not required.
- b. Only one representative will be allowed for investigatory meetings.
- c. Each bargaining unit may transfer unused bank hours to the other bargaining unit.
- d. Per diem and/or cost of travel will not be provided by the Authority. Such Union leave will not be cumulative from fiscal year to fiscal year.
- e. The Authority will not be responsible for any industrial injury claims resulting from activities performed on behalf of the Union away from Authority work locations during normal duty hours.
- f. Union leave bank requests for investigation time will be approved by the Chief Steward.
- g. In addition, the Authority shall release up to one Ambassador at any time to be considered on "Union Leave" for periods of not less than one month and up to six months. Union Leave will constitute a period where the Ambassador stays in straight-time paid status with benefits accruing and the Union shall reimburse the employer for wages and all benefits. Union bank time is not included in overtime calculation.

#### 4.6 – Leave for Preparation for Negotiation of Successor Agreement

- a. Eight members of the Union negotiating committee will be granted release time from duty with straight-time pay on the days negotiation sessions are held with the Authority for the purpose of negotiating the terms of this agreement.
- b. Release time will not amount to more than 8 hours per person, per negotiating session.
- c. Members will be assigned to a Monday through Friday flexible work week for the duration of negotiation sessions. Members regularly assigned to shifts other than the day shift will, throughout the course of negotiations, be rescheduled to the day shift.

#### 4.7 – Bulletin Boards

- a. The Authority will provide reasonable space for the installation of Union bulletin boards, located near Ambassador time clocks, to the Union for posting of materials related to Union business. The cost of the bulletin boards will be borne by the Union with LVCVA to bear the cost of installation. The installation shall be accomplished within 30 days of the Union providing the bulletin board.
- b. No material may be posted on bulletin boards at any time which contains the following:
  - 1. Personal attacks upon any other member or any other Ambassador.
  - 2. Scandalous, scurrilous, or derogatory attacks upon the management.
  - 3. Scandalous, scurrilous, or derogatory attacks upon a candidate for a partisan political office.
- c. Any materials posted must be dated and initialed by a Steward prior to the posting by a Union representative, and a copy of all materials posted must be provided to the senior executive in People and Culture at the time of posting.

#### 4.8 – Ambassador Personnel File Photocopies

- a. The Authority agrees that each Ambassador and/or their representative, upon receipt of a written release for each occurrence, will have the right to review and photocopy materials contained in their personnel file or any other documents that are utilized in connection with any discipline undertaken, pursuant to the terms of this Agreement. It is understood that such files will be made available during normal business hours.
- b. The first 10 pages will be copied free of charge; thereafter, each page copied will cost \$1.00.
- c. The Authority will not use written documentation for disciplinary purposes unless the Ambassador has received a copy of it. Disputes concerning the validity of a given document will be processed, in accordance with Article 20.

#### 4.9 – SEIU Officers

- a. If the SEIU President is an Ambassador of the Authority, they will be afforded leave without pay, not to exceed 20 hours per calendar week, to accomplish Union

business. The scheduling of such leave will not be unreasonably withheld by the immediate supervisor and will not be abused by the Ambassador.

- b. If the SEIU President, Executive Vice President, Secretary, or Treasurer is an Ambassador of the Authority, they will be afforded bank time of 416 bank hours to accomplish general Union business.
- c. No more than two SEIU Union officers at any one time will be afforded release time as provided for in this section.
- d. Leave may be utilized in increments of 1 to 8 hours at any one time.
- e. Three days' advance notice will be given so as to provide minimal disruptions.
- f. The Union officers will still be eligible for leave as provided for within other sections of this article (such as, but not limited to, Section 4.3 and Section 4.5). In such case, those hours needed would be deducted from the 416 total bank hours per fiscal year called for by this paragraph. The scheduling of such leave will not be unreasonably withheld by the immediate supervisor and will not be abused by the Ambassador.

#### 4.10 – Ambassador Deductions

- a. The Authority will deduct monthly from the wages of Ambassadors who have signed dues authorization cards for the Union and forward to the proper officers of the Union any monies which the Union advises may be due it from such Ambassadors, provided an Ambassador has individually and voluntarily authorized such deductions to be made. The form of authorization will be approved by the Authority and the Union. It is understood that Union dues will be deducted after legally required deductions and/or insurance deductions have been taken.
- b. The Authority agrees not to honor any check-off authorizations or dues deduction authorizations executed by any Ambassador in the bargaining unit in favor of any other labor organization or organization representing Ambassadors for purposes of negotiation for wages, hours, working conditions, and other fringe benefits for its members unless otherwise authorized by the Local Government Employee Management Relations Board.
- c. The Union agrees to indemnify, defend and hold the Authority harmless against any and all claims or suits that may arise out of or by reason of action taken by the Authority in reliance upon any authorization cards submitted by the Union to the Authority. The Union agrees to refund to the Authority any amounts paid to it in error on account of the payroll deduction provision upon presentation of proper evidence of error or mistake. If there are insufficient wages from which to deduct dues, the Authority will report this to the Union but will not be held responsible for the collection of past dues.
- d. Dues deduction authorization will be irrevocable for a period of one year and automatically renewed each year thereafter commencing October 1, except that authorization may be withdrawn by an Ambassador during the month of

October of each year. If dues deduction authorization is not revoked during such period, it will continue until the following October. The above provision will appear on the membership application and dues deduction authorization card.

- e. The Union will certify to the Authority in writing the current rate of membership dues. The Union will notify the Authority of any change in the rate of membership dues 30 days prior to the effective date of such change.
- f. The Authority will not be required to honor any month's deduction on any authorization that is delivered to it later than 7 days prior to the beginning of the second pay period of the month.

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## **Article 5**

### **TRANSFER OF FACILITY**

#### 5.1 – Transfer or Sale of Facility

- a. During the term of this Agreement, if the Authority voluntarily decides to sell or transfer all or a part of the Authority's facilities, the Authority will notify the Union 120 days in advance, unless a shorter period of time is required by the legislature, of the prospective transfer and discuss with the Union the ramifications to Authority Ambassadors represented by the Union of the prospective transfer.
- b. The Authority will also notify all prospective owners of the terms and conditions of this Agreement. In the event that the prospective purchaser or transferee intends to use the transferred or conveyed facility or part of any facility for similar uses as now exists, the Authority shall make as a condition of the transfer a requirement that the prospective owner be responsible for making adequate provisions to ensure payment for accrued wages and all other accrued economic fringe benefits as of the date of transfer.

#### 5.2 – Facilities

- a. If the Authority should transfer all or a part of any of its facilities, all individual Ambassadors will relocate to the Las Vegas Convention Center, or other applicable facility covered by this Agreement. The employer shall endeavor not to reduce in force any bargaining unit Ambassadors as a result of any such transfer.
- b. Each relocated Ambassador will be integrated based on shift bids. For purposes of this Article, a shift bid is defined as days off and hours of work in each department. Shift bids shall be by each entire affected classification.
- c. Department, for purposes of this Article, combines any of the Authority's work locations. In considering requests for shift bid, seniority in the classification will govern.
- d. An Ambassador's classification may be changed as a result of facility integration.

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## **Article 6**

### **MARKET WAGE ADJUSTMENTS**

#### 6.1 – First Year of the Contract

Effective July 9, 2023 (the first day of the first full pay period in July), all Ambassadors will receive a 4.9% across-the-board increase in base wage rates, and a one-time \$250.00 lump sum payment. This lump sum payment shall not be added to the Ambassador's base pay. Simultaneously, all grades and steps will be increased 4.9% to reflect the increase granted.

#### 6.2 – Second Year of the Contract

The Authority and the Union shall negotiate the amount of this pay adjustment prior to July 1, 2024.

#### 6.3 – Third Year of the Contract

The Authority and the Union shall negotiate the amount of this pay adjustment prior to July 1, 2025.

#### 6.4 – Fourth Year of the Contract

The Authority and the Union shall negotiate the amount of this pay adjustment prior to July 1, 2026.

#### 6.5 – Fifth Year of the Contract

The Authority and the Union shall negotiate the amount of this pay adjustment prior to July 1, 2027.

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## **Article 7**

### **STEP PROGRESSION**

#### 7.1 – Steps

LVCVA's pay scale for step-and-grade Ambassadors has been established at approximately 4% between steps. Due to rounding in calculations, this amount may sometimes be slightly higher or lower.

#### 7.2 – Eligibility for Step Advancement

An Ambassador will be eligible for consideration for a step advancement upon:

- a. successful completion of one year of service to receive the first step increase and
- b. promotion to a higher grade.

#### 7.3 – Effective Date

Step advancements will be effective on the first day of the first pay period following the Ambassador's anniversary date of employment and annually thereafter until the maximum step is reached in that class.

#### 7.4 – Denial of Step Advancement

- a. In the event a step advancement is not granted, the Ambassador affected will be informed in writing by the rating supervisor of the specific reason(s) for denial.
- b. Within 7 days of such notification, the Ambassador may request a review before a Review Committee (which consists of (1) a Vice President from a division other than the Ambassador's, (2) the senior executive in People and Culture, (3) the Chief Steward, and (4) a steward or their designee by submitting a written request to the senior executive in People and Culture.
- c. The Review Committee will meet with the Ambassador and hear the request for review within 2 weeks of receipt of the Ambassador's request.
- d. The Review Committee will either uphold the determination of the step advancement denial or advance the Ambassador one step retroactive to the first day of the first pay period following the Ambassador's anniversary date.
- e. The decision of the Review Committee is final and binding on the parties to this Agreement.

#### 7.5 – Performance Rating

- a. For the purpose of determining eligibility for step advancements, Ambassadors must receive an achieves standards or above rating on their last performance evaluation.

- b. Below standards performance will result in denial of step advancement.

#### 7.6 – Creditable Service

The following will not be considered as breaks in creditable service necessary to qualify for step advancements:

- a. Authorized military leave, provided that the Ambassador is reinstated within 30 days following honorable or general discharge from military service;
- b. Approved leave under the Family Medical Leave Act;
- c. Authorized leaves of absence without pay of 14 consecutive working days or less within any calendar year;
- d. Authorized leaves of absence with pay;
- e. Authorized Union leave.

#### 7.7 – Step Advancement Delay

When a step advancement is delayed solely through administrative delay or clerical error, or is miscalculated in error, the proper advancement will be made effective retroactive to the date it was due.

#### 7.8 Step Advancement Retraction

When a step advancement is given in error, the erroneous increase in pay will be recovered from the Ambassador's pay incrementally via the same number of pay periods that elapsed from the date the erroneous increase was posted to when it was discovered.

## **Article 8**

### **HOURS OF WORK**

#### 8.1 – Pyramiding of Pay

Nothing contained in this article will be interpreted as requiring a duplication or a pyramiding of holiday, call back, standby, daily or weekly overtime payments involving the same hours of labor.

#### 8.2 – Regular Shift

All bargaining unit Ambassadors will be assigned to a regular shift with defined starting and quitting times, days off, and primary work location.

#### 8.3 – Temporary Transfers (Operational)

- a. Temporary transfers from primary work locations and shift changes within primary work locations may be made for periods of up to 3 months for operational reasons. If the temporary transfer will be more than 5 days in duration, the least senior Ambassador will be transferred or have their shift changed, provided that the least senior Ambassador possesses the required knowledge, skills, and ability as determined by the manager to satisfactorily perform all the functions of the position; however, no Ambassador will be temporarily assigned more than once in a 12-month period, unless all other Ambassadors in the classification have been transferred.
- b. Exceptions and extensions to the above procedure may be made on a case-by-case basis as determined by the senior executive in People and Culture.

#### 8.4 – Workweek

- a. The normal workweek will consist of 4 or 5 days in the week, Sunday through Saturday, beginning and ending at midnight on Saturday.
- b. Ambassadors are required to work 8, 9, or 10 hours a day for a total of 80 hours bi-weekly.
- c. An Ambassador will not be scheduled for 10 consecutive workdays without a break at the end of the 10<sup>th</sup> day unless there is an emergency and continued work is approved by the department head.
- d. Ambassadors will be scheduled 2 or 3 consecutive rest days each workweek depending on their schedules.

#### 8.5 – Workday

- a. The normal workday will consist of 8, 9, or 10 consecutive hours of work with an unpaid 1/2-hour meal period (exception those covered under 8.5.c).
- b. Ambassadors are not permitted to clock in more than 7 minutes before their normal starting times or to clock out later than 7 minutes after their normal

quitting times without prior approval of their supervisors. Ambassadors are not permitted to begin work until the actual start of their shifts.

- c. All Ambassadors are required to take a lunch or meal break, unless required by the executive in charge of Customer Safety to provide a response during their meal period.
- d. Ambassadors will receive two 15-minute rest breaks, which are considered time worked. Ambassadors who work 10-hour shifts will receive three 15-minute rest breaks, which are considered time worked.
- e. The schedule of hours for Ambassadors will be determined by the department or division to which they are assigned.
- f. Ambassadors will be informed two weeks in advance of their scheduled shift and hours of work; however, the Authority and the Union recognize that the needs of our customers may require shorter notice of changes in shifts or adjustments to work hours. The Authority may also give shorter notice of changes in shifts or adjustments to work hours based on unforeseen operational priorities or urgencies.

#### 8.6 – Overtime

- a. Ambassadors are expected to work overtime based on the needs of the Authority. Due consideration will be given to an Ambassador's request to be excused from such work.
- b. Ambassadors required to work beyond the 8, 9, or 10 consecutive hours that are normally scheduled in a workday or beyond 40 hours that are normally scheduled in a workweek will be compensated overtime pay for each such hour worked at a rate of 1-1/2 times the Ambassador's base hourly wage. Overtime pay will be added to the payroll for the period during which work is performed.
- c. Overtime pay will be made in only 1 of 2 categories: (1) compensatory time off ("comp time") or (2) overtime payment. The Ambassador must by their own choosing, indicate how payment is to be made.
- d. Customer-paid special event work is offered to Customer Safety personnel on a voluntary basis. Any overtime accrued as a result of Customer Safety personnel voluntarily working at a special event will be paid as overtime or comp time payment. Comp time payment will be subject to management approval, which will not be unreasonably withheld.
- e. All overtime must be approved and/or authorized in advance by the respective department head or designee.
- f. Overtime work within a classification must first be offered to Ambassadors who are regularly assigned such a job and distributed equitably among them, providing they have the ability to perform the available work without training.
- g. Scheduling of overtime shall be filled on a rotating seniority basis per shift, although in cases of unforeseen overtime, management may utilize Ambassadors



already on shift. The Authority shall maintain and post an overtime seniority list for each department per shift updated each pay period, unless unchanged from the prior pay period. The overtime seniority list shall include the names of Ambassadors in each classification in descending classification seniority order and shall include a notation, per pay period, of those Ambassadors who either accepted or declined the overtime work.

#### 8.7 – Comp Time

- a. Comp time may be accumulated to a maximum of 100 hours. Any comp time accumulated and not used as of June 30 of each fiscal year will automatically be paid to the Ambassador.
- b. All requests to use comp time must be submitted in accordance with the current PTO approval process.
- c. For the purpose of calculating overtime, comp time does not count towards overtime.

#### 8.8 – Call In/Call Back

- a. When required, the department head or designee may call back to duty one or more Ambassadors. Call back pay is defined as compensation earned for returning to their work site for duty after the Ambassador has completed their shift, departed from the work site, and is off duty for a period of time and is requested to return to his/her their work site with less than 12 hours' notice. When an Ambassador is called back, the Ambassador will receive overtime pay for all hours worked on call back or will be compensated for a minimum of 2 hours at time and one-half hours pay, whichever is greater. Call back pay will only be paid for hours worked outside an Ambassador's shift. An Ambassador's regularly scheduled shift will not be changed to accommodate a call back.
- b. In the event the call-in extends into their scheduled shift, they will receive 1-1/2 times only until the expiration of the 2-hour call-in guarantee.
- c. After the expiration of the 2-hour guarantee, they will be paid straight time until the end of their regularly scheduled shift.

#### 8.9 – Phone Contact

- a. When an off-duty Ambassador is called for consultation via the telephone or any method and the Ambassador assists the Authority when they are on the phone, each call is considered time worked and is paid minute for minute.
- b. Minutes will be totaled per pay period and, if necessary, rounded up or down to the nearest quarter hour.

#### 8.10 – Standby

- a. Due to staff limitations, it may be necessary for a department head or designee to issue written assignments to Ambassadors to be on standby to handle overtime work which may arise during other than normal working hours.

- b. Standby is defined as time in which an Ambassador is required by the department head or designee to be available by telephone or required to carry a radio or cellular phone and be within one hour response capability so that they may immediately respond to any calls received.
- c. In the event the Ambassador cannot be contacted, standby pay will not apply.
- d. An Ambassador will be compensated for standby time at the rate of 1/4-hour pay at their regular hourly rate for each 1-hour period of standby time.
- e. Ambassadors on standby called to perform work will be compensated for actual hours worked and are not eligible for call-back pay.
- f. Standby pay will be added to the payroll for the period during which work is performed.
- g. Overtime and standby pay will not be paid more than once for the same hours worked. For purposes of this article, accumulated standby time will not qualify for holiday premium or overtime pay.

#### 8.11 – Shift Differential

- a. A shift differential of \$1.20 per hour will be paid to Ambassadors who work swing shifts and \$1.80 per hour will be paid to Ambassadors who work grave shifts. Shift differential is paid when a shift begins within the hours listed for swing and grave. This amount will increase annually, rounded to the nearest penny per hour, beginning in 2024 by the percentage provided for in the Market Wage Adjustment in Article 6.
- b. A shift is defined as:
  - (1) Day: commencing 4 a.m. to 11:59 a.m.
  - (2) Swing: commencing 12 p.m. to 7:59 p.m.
  - (3) Grave: commencing 8 p.m. to 3:59 a.m.
- c. If management requests an Ambassador to work outside the Ambassador's bidded shift, the Ambassador will still receive the shift differential they are entitled to based on their bidded shift.

#### 8.12 – Acting Pay

- a. The decision to appoint an acting supervisor will be based on business needs as determined by management.
- b. Acting pay shall be paid when an Ambassador is expressly designated to temporarily fill a vacant supervisory position.
- c. Acting pay shall be paid when an Ambassador is expressly assigned to work in a supervisory capacity in the absence of the regularly assigned supervisor.
- d. Acting pay is the amount equal to a 6% salary increase.
- e. Acting pay will be paid for mandatory cross-training as designated by the

supervisor. For the purpose of this section, mandatory cross-training does not include assisting in other classifications due to staffing shortages.

- f. The Authority will not attempt to circumvent this article by purposely working Ambassadors in such a manner that does not entitle them to acting pay.
- g. The Authority shall determine who is qualified to serve as acting supervisor in a given department. If an acting supervisor is designated, the Authority will post the name of the designated acting supervisor.

#### 8.13 – Premium Pay for Certain Customer Safety Personnel

- a. The Authority will pay those Security Officers/Sergeants an additional 4% of the Ambassador's base hourly rate for time spent performing Field Training Officer (FTO), Certified Firearms Instructors, or Bicycle IPMBA Instructor duties.
- b. The Authority will pay Security Officers/Sergeants who serve as Authority Emergency Medical Technicians (EMTs) an additional 4% of the Ambassador's base hourly rate per hour.
- c. The Authority will pay Plumbers who have a backflow certification an additional 4% of the Ambassador's base hourly rate per hour for time spent performing work requiring the certification, with supervisory approval.
- d. The Authority will pay Canine Officers an allowance equivalent to ten (10) hours of overtime per pay period, for the at-home care, transportation and feeding of the LVCVA's security canines.

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## **Article 9**

### **FILLING OF VACANCIES**

#### 9.1 – Exclusive Right of Selection

The Union acknowledges that the Authority has the exclusive right of selection, which is not grievable in accordance with NRS 288.150, paragraph 3.

#### 9.2 – Three-Step Process

The Authority will use a three-step process in filling vacancies: (1) shift bids (Ambassadors within the same classification, regardless of location), (2) lateral transfer or promotion, and (3) new hire.

#### 9.3 – Shift Bid

- a. Shift bid is defined as days off, hours of work, and primary work location.
- b. When management determines a vacancy in a bargaining unit position occurs that must be filled, a shift bid will be posted. A bid will be posted in the affected department for a period of 7 calendar days. All Ambassadors in the posted classification may submit their interest for the posted shift. Once the bid is closed, management will select the senior Ambassador in the posted classification who meets all criteria for the position.
- c. In considering requests for shift bid, seniority in the classification will govern, unless the senior Ambassador does not meet one or more of the following criteria:
  1. An overall "achieves" or above rating on their last evaluation;
  2. Possession of the particular skill(s) of the position, if any, that the Authority has established through policy;
  3. Has not been suspended or demoted within the last 12 months.
  4. Ambassadors will not be granted more than one shift bid within a 90-day period which is the result of filling the original vacancy.
- d. The foregoing criteria (1. through 4.) may be waived by the senior executive in People and Culture.

#### 9.4 – Lateral Transfer or Promotion

- a. After shift bid considerations, the vacancy will be posted for a period of 7 calendar days, unless rescinded, for lateral transfer or promotional opportunity for qualified in-house Ambassadors. A copy of the posting will be sent electronically to the Union.
- b. If the vacancy is a hard-to-fill position, the vacancy may be announced as open to the general public during the same time posted for in-house applicants.

- c. All postings will be in areas which are readily available to all Ambassadors. The posting will include the minimum job requirements of the opening.
- d. The People and Culture department will screen all requests for transfer/promotion and conduct written or skills tests, if any, based upon the minimum requirements as stated on the job description.
- e. The hiring authority, in consultation with People and Culture, will make the hiring decision.
- f. Ambassadors with live suspensions are not eligible for lateral transfers and/or promotions.

#### 9.5 – New Hire

If a vacancy is not filled by shift bid, lateral transfer, or promotion, the Authority will fill the position by new hire.

#### 9.6 – Initial Appointment

- a. Initial appointment to positions will be made at the entrance rate for the class, except as approved by the President or designee. Initial appointment for positions in Grade 9 will be made at Step 1, or above, as approved by the President or designee. On July 9, 2023, Ambassadors in a Grade 9, Step 0 position will be moved to Step 1 and will be eligible for movement to Step 2 on their next Anniversary Date.
- b. All new hires, not to include supervisory positions, will be subject to an introductory period of 6 months.
- c. All supervisory positions will be subject to an introductory period of one year.

#### 9.7 – Promotions/Transfers

- a. When an Ambassador is promoted, they at a minimum will be entitled to a 4% salary increase or entry level of the higher grade, whichever is greater.
- b. A promoted or transferred Ambassador will serve a qualifying period not to exceed 6 months. At the conclusion of the qualifying period, the Ambassador will be given a performance evaluation. Based on the evaluation, the Ambassador will either be accepted or rejected for the position. If rejected, every effort will be made to place the Ambassador in their previous classification, or another Authority position for which they qualify. If such placement is not possible and termination of their employment is recommended, the Ambassador will be given at least 3 weeks' notice of their termination. The Ambassador retains the rights of appeal under the terms of Article 20.13 of this Agreement.
- c. A promoted Ambassador will have the right within the first 15 shifts worked in the new position to elect, in writing, to return to their previous position without loss of seniority rights or benefits.

- d. Ambassadors promoted to supervisory positions will have the right at any time within the first 30 shifts worked in the new position to elect, in writing, to return to their previous position without loss of seniority rights or benefits.

#### 9.8 – Temporary Transfers (Vacant Positions)

- a. In the case of a critical vacancy as determined by management, temporary transfers and shift changes may be made for periods of up to 3 months. In such event, the least senior Ambassador will be transferred or have their shift changed, provided that the least senior Ambassador possesses the required knowledge, skills, and ability as determined by the manager to satisfactorily perform all the functions of the position; however, no Ambassador will be temporarily assigned more than once in a 12-month period, unless all other Ambassadors in the classification have been transferred.
- b. Exceptions and extensions to the above procedure may be made on a case-by-case basis as determined by the senior executive in People and Culture.
- c. If a vacancy occurs due to lateral transfer, promotion, demotion, termination, retirement, or death, the vacancy shall be filled in accordance with Section 9.2 of this article.

#### 9.9 – Demotions

When an Ambassador is demoted for disciplinary reasons, they will be placed in a classification with a grade and step most compatible with the Ambassador's previous grade and step with at least a 4% decrease in salary. An Ambassador who is demoted must possess the necessary skills, licenses or certifications (if applicable) to perform the demoted position.

#### 9.10 – Job Descriptions

All job descriptions for the Ambassadors assigned to classifications listed in Appendix A are incorporated by reference as of the effective date of this Agreement and issued upon request made either to the Authority or the Union. If the Authority determines that a change is needed to any job description, the Authority will furnish to the Union a copy of the modified job description.

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## **Article 10 HOLIDAYS**

### 10.1 – Paid Holidays

- a. Paid holidays will be observed each year as established below:
  - 1. New Year's Day\* January 1
  - 2. Martin Luther King Day Third Monday in January
  - 3. President's Day Third Monday in February
  - 4. Memorial Day Last Monday in May
  - 5. Juneteenth\* June 19
  - 6. Independence Day \* July 4
  - 7. Labor Day First Monday in September
  - 8. Nevada Day Last Friday in October
  - 9. Veterans Day\* November 11
  - 10. Thanksgiving Day Fourth Thursday in November
  - 11. Family Day Day following Thanksgiving Day
  - 12. Christmas Day\* December 25
  - 13. Birthday Holiday As scheduled
- b. In addition to the above holidays, any day that may be designated as a national legal holiday by the President of the United States, or a legal holiday by the Governor of the State of Nevada.

### 10.2 – Holiday Pay

- a. An Ambassador who is not scheduled to work on a recognized holiday will be paid an amount equal to 8 hours at their base straight-time hourly rate.
- b. To be eligible for holiday pay, an Ambassador must be on paid status on the holiday.

### 10.3 – Holiday Premium Pay

For all hours worked by an Ambassador on any of the holidays specified above, holiday premium will be paid at the rate of 2-1/2 times the rate of pay for the classification as designated.

### 10.4 – Work Schedule

- a. For Ambassadors scheduled to work Monday through Friday, holidays will be observed on the dates specified in this section, except when a holiday marked with an asterisk (\*) falls on a Saturday or Sunday. If a marked holiday falls on a Saturday, it will be observed the preceding Friday; if it falls on a Sunday, it will be observed the following Monday.
- b. For Ambassador's working a schedule other than Monday through Friday, holidays will be observed on the dates specified in this section; or if the holiday falls on an Ambassador's regularly scheduled day off, at the Ambassador's request, their days off may be changed in order to afford them 3 consecutive

days off, one of which will be that holiday which falls on the Ambassadors scheduled day off. Such change will be scheduled by supervision with due consideration given to staffing requirements and will be within the same workweek.

- c. If an Ambassador is scheduled to work on a holiday and calls off (i.e. unable to come to work), they will be paid 8 hours straight-time holiday pay for the day and will accrue a no-notice attendance point.
- d. The holiday work schedule shall be filled on a rotating basis by seniority, and Ambassadors who are scheduled to work on any holiday shall be notified at least 30 days prior to the holiday they are scheduled to work. The Authority acknowledges the importance of its role in maintaining this holiday work schedule after notification to the Ambassador has been made, and the Union acknowledges that circumstances outside of the control of the Authority occur, such as an event cancellation, room changes, expansion/contraction of the event, which would cause this holiday work schedule to be altered. The parties mutually agree that should these instances occur, the affected Ambassador will be placed back in the holiday work schedule rotation as if they had not been contacted or scheduled to work the holiday.

#### 10.5 – Birthday Holiday

The birthday holiday will be taken off in the pay period earned or no later than 90 calendar days following the Ambassador's birthday. If an Ambassador is out on paid status for longer than 90 days from their birthday, they will be paid for the holiday.

Birthday holiday is included in overtime calculation.

#### 10.6 – Holiday During PTO

If a designated holiday is observed during an Ambassador's PTO leave, the Ambassador will be paid 8 hours straight-time holiday pay for the day.

## **Article 11**

### **PERSONAL TIME OFF**

#### 11.1 – Accrual

- a. For Ambassadors hired before July 1, 2023, PTO will accrue bi-weekly based on the service date or adjusted service date of the Ambassador in an amount equal to:
  - 1. 8 hours per pay period through the 10th year of service;
  - 2. 10 hours per pay period after 10 years of continuous service.
- b. For Ambassadors hired on or after July 1, 2023, PTO will accrue bi-weekly based on the service date or adjusted service date of the Ambassador in an amount equal to:
  - 1. 6.16 hours per pay period through the 5th year of service;
  - 2. 8 hours per pay period after 5 years of continuous service through the 10<sup>th</sup> year of service.
  - 3. 10 hours per pay period after the 10th year of service.
- c. There will be no cap on the maximum accumulation of PTO; however, upon separation from the Authority, payout will be according to the schedule shown in Section 11.6.

#### 11.2 – Introductory Period

Ambassadors will accrue, but will not be allowed to take PTO until they have satisfactorily completed 2 months of introductory period. Ambassadors not completing their introductory period will forfeit accrued PTO.

#### 11.3 – Reporting Requirements

- a. PTO may be used by Ambassadors and no reason or justification for use is required; however, supervisor approval is still necessary.
- b. An Ambassador will be subject to progressive disciplinary action for abusive use of PTO. "Abusive" means that they have incurred in excess of 12 occurrences of unscheduled PTO in the preceding 12-month period. An "occurrence" is any use of PTO that was not submitted and approved by the supervisor prior to the use of PTO.

#### 11.4 – PTO Submittal

Ambassador requests will be met whenever possible. Where conflicts between Ambassador requests occur, order of submittal will govern. Once a PTO is approved, there will be no bumping by a senior Ambassador.

#### 11.5 – Sell/Buy Back

- a. Ambassadors are encouraged to use their PTO accrual throughout the year.
- b. No later than November 1 of each calendar year, any Ambassador who has a PTO balance at the time of election of at least 500 hours may irrevocably elect to cash-out PTO hours which will be accrued in the next calendar year up to a maximum of 100 hours. Said election must be made in writing, submitted to People and Culture, and specify the eligible PTO hours the Ambassador elects to cash-out. This election is irrevocable and will not carryover from year to year. No PTO which has been previously accrued will be eligible for a cash-out. Any cash-out payments will be made in the last pay period of November of the payroll year following receipt of the irrevocable election and shall be calculated at 100% of the Ambassador's current straight hourly rate of pay.
- c. No previous payouts of PTO will be subject to reversal or reconsideration.

#### 11.6 – Separation of Employment

- a. Upon resignation, release, termination, or other separation action, PTO accrual balances will be paid at the separating Ambassador's current straight hourly rate of pay in accordance with the following policy:
  1. Ambassadors with less than 3 years of service who leave the Authority are entitled to payment for unused PTO at the rate of 60% of the balance.
  2. Ambassadors with more than 3 years of service who leave the Authority are entitled to payment of a maximum of 100% of the first 300 hours. Any remaining balance above 300 hours will be paid at the rate of 50% of the balance for up to 10 years of service.
  3. An Ambassador's PTO separation payoff will increase above 50% at the rate of 1-1/2% for each additional year of consecutive service above 10 to 20 years of service, above 65% at the rate of 3-1/2% for each additional year of consecutive service above 20 up to a maximum of 100% for 30 years of service.
- b. Upon the death of the Ambassador, any accumulated PTO earned through the last day worked will be paid in accordance with the above formula and any applicable NRS regulations.

#### 11.7 – Advanced PTO

Upon approval by the senior executive in People and Culture, an Ambassador may be advanced up to 40 hours of PTO; however, an Ambassador who has taken advance PTO beyond that accumulated at the time of termination will make restitution for such leave, either by deduction from any amount owed by the Authority or by cash refund.

#### 11.8 – Sick Bank Hours

Ambassadors with current sick bank hours can use these hours only in the event their PTO bank has been exhausted and only in the case of an FMLA occurrence. Sick bank hours cannot be used in the annual PTO buy-back program and will not be paid upon separation regardless of years of service.

## **Article 12**

### **MISCELLANEOUS LEAVE**

#### Purpose

To ensure Authority Ambassadors are provided time away from work when possible to handle personal matters or as dictated by law.

#### Policy

All Ambassadors, regardless of position or status, are eligible for medical, military and other leaves of absence in accordance with federal and state laws and the SEIU Collective Bargaining Agreement. Ambassadors are also afforded leaves that are not required by state or federal law.

Ambassadors are required to take available Paid Time Off (PTO) before or concurrent with taking a leave of absence in most instances.

Ambassadors do not continue to accrue PTO hours during any unpaid portion of a leave of absence.

A leave of absence, whether for consecutive working days or on an intermittent basis, must be for a specified period of time with an expected return to work date. An Ambassador whose expected return to work date is extended by a health care provider must promptly notify People and Culture and supply updated documentation from the health care provider.

If an Ambassador accepts or engages in other employment while on a medical leave of absence, and such employment conflicts with the Ambassador's stated reason for leave of absence/work restrictions, the Ambassador may be subject to disciplinary action up to and including termination.

When an Ambassador is unable to perform the essential functions of their job safely and effectively, People and Culture will engage with the Ambassador to determine if leave is necessary. If it is determined a leave would be an appropriate course of action, the applicable leave process would be initiated.

Some leaves such as FML do not require an Ambassador to specifically ask for a leave to be eligible for such leave. If an Ambassador provides information, intentionally or unintentionally, that demonstrates they may be eligible, it is the responsibility of department management to either contact People and Culture for determination or to send the Ambassador to People and Culture for assistance. Timeliness and follow through are imperative, as certain cases, such as FML or ADA, require specified action from the employer under the law.

While on a leave of absence, Ambassadors are prohibited from performing any work for the Authority unless otherwise approved by the senior executive in People and Culture.

Work would include duties such as e-mail, phone meetings, approvals, etc.

Ambassadors must present a physician's release when returning from any type of medical leave or time away from work for serious medical reasons as requested by management before returning to work.

Ambassadors unable to perform the essential functions of their job due to a work injury covered by workers' compensation will be placed on light duty when practicable. Ambassadors unable to perform the essential functions of their job for reasons other than a work injury, please contact People and Culture for assistance.

Benefits will not accrue during unpaid leave unless in conjunction with benefits granted under FML and Workers' Compensation. Any Ambassador who is on Ambassador Leave status more than 30 consecutive days will be responsible as of the 31st day (28 for Ambassadors covered by the CBA) for reimbursing the Authority for the Ambassador's insurance premium, the total long-term disability insurance premium, and the total dependent coverage insurance premium (if applicable) from that day forward.

#### Authority Leaves of Absence

- Family and Medical Leave
- Workers' Compensation Leave
- Americans with Disabilities Act (ADA)
- Military Leave
- Ambassador Leaves
- Bereavement Leave
- Nevada Pregnant Workers' Fairness Act
- Jury Duty Leave

#### 12.1 – Family and Medical Leave

The Family and Medical Leave Act (FMLA) allows qualified Ambassadors to take up to 12 weeks of unpaid job protected leave either on a continuous, reduced schedule or intermittent (small amounts of time but no less than 15 minutes) basis.

All Ambassadors who have worked for the Authority for at least one year (total accumulated employment) and have worked a minimum of 1,250 hours in the 12-month proceeding the leave request are eligible for Family and Medical Leave (FML). Leave eligibility under the FMLA is calculated on a "rolling" 12-month period measured forward from the date of any prior FMLA leave taken by an Ambassador.

Qualifying reasons for FML include:

- Ambassador's own serious health condition.
- To care for an immediate family member (spouse, including same-sex spouses/domestic partners, child, parent or in loco parentis relationship) with a serious health condition.
- For the birth and care of a newborn child of the Ambassador within one year of birth.
- Placement of a child with an Ambassador for adoption or foster care.
- To care for an injured or ill service member (up to 26 weeks allowed).
- For a covered family member's active duty or call to active duty in the U.S. armed forces.

Leave for the birth and care of a newborn or adopted child may be taken on an intermittent or reduced schedule basis with the approval of the senior executive of People and Culture.

FML can be taken on a continuous or intermittent basis totaling 12 weeks per 12-month period.

This may take the form of a reduced weekly work schedule or time off during normally scheduled work hours for medical appointments, treatment or a certified medical incapacity.

An Ambassador taking intermittent leave for planned treatment that interferes with the Authority's business operation may be temporarily transferred to a position with equivalent pay, hours, benefits and conditions for the duration of the leave.

If the need for a leave of absence is foreseeable, Ambassadors must provide 30 days' prior written notice. If 30 days is not possible, Ambassadors must provide notice as soon as it is practical. Failure to provide notice may be grounds for delay of approval of the leave.

Exempt Ambassadors who take a partial day off due to intermittent leave and who do not have PTO available to cover the hours missed will have their salary reduced (docked) by the number of hours missed.

When both spouses are employed at the Authority, they are entitled to a combined total of 12 weeks of FML for:

1. The birth, adoption or foster care placement and in order to care for such child; or
2. To care for a parent with a serious health condition.



Each individual spouse is entitled to 12 weeks leave due to their own serious health condition or to care for the serious health condition of their child or spouse without counting the leave time taken by the other spouse.

During FML, health benefits for which the Ambassador and their family are enrolled are maintained.

Ambassadors who request FML for a qualifying reason involving a serious health issue are required to furnish medical certification. Certification forms are available through People and Culture. The process is as follows:

- If an Ambassador is experiencing absenteeism due to medical reasons or if the Ambassador informs management of a health issue involving the Ambassador or an immediate family member, the Ambassador is to be sent to People and Culture as soon as possible for assistance.
- If the Ambassador meets the eligibility requirements, the Ambassador will work with People and Culture team to begin the leave process.
- As required for certain types of leave, the Ambassador must provide a release to People and Culture to initiate the return to work process. People and Culture team will continue to work with the Ambassador to determine whether they will be able to return to work based on whether the Ambassador can perform the essential functions of their job. Under no circumstances should an Ambassador be permitted to return to work until People and Culture has received the required release and confirmed with the Department that the Ambassador may return to work. The release should be submitted to People and Culture a few days before the Ambassador is due back to work to ensure no lost work time for the Ambassador.

### 12.2 – Workers' Compensation Leave

All Ambassadors will be covered by the provisions of the Nevada Industrial Insurance Act (Chapter 616 of the NRS) and the Nevada Occupational Disease Act (Chapter 617 of the NRS) that provide for payment of industrial accident benefits and compensation for partial and temporary total disability (TTD) arising from industrial injuries and occupational diseases.

Please contact People and Culture for questions or assistance.

### 12.3 – Americans With Disabilities Act (ADA)

An Ambassador who may be a qualified individual with a disability as defined by the ADA may request or be granted an accommodation of a leave of absence. This leave can be in the form of continuous or intermittent time away from work.

Ambassadors who may be in need of leave from work should meet with People and Culture to discuss the issue and determine what action, if any, is needed. The accommodation process is interactive and it may take multiple communications between the Authority and the requesting individual and/or the Ambassador's healthcare provider before a reasonable accommodation may be reached.

Ambassadors are expected to fully cooperate in the accommodation process, including making every effort to provide management with current medical information.

To certify the disability, the Authority may ask for documentation from the Ambassador in order to assess leave requests submitted. The Authority may only communicate directly with an Ambassador's medical provider if they sign a Health Insurance Portability and Accountability Act ("HIPPA") release of medical information form or to seek clarification, completion or authentication of previously received medical documents.

Any existing PTO will be taken concurrently with ADA leave.

Any Ambassador who is on ADA leave for more than 30 (28 for Ambassadors covered by the CBA) consecutive days will be responsible as of the 31st day for reimbursing the Authority for the Ambassador's insurance premium, the total long-term disability insurance premium, and the total dependent coverage insurance premium (if applicable) from that day forward.

#### 12.4 – Military Leave

Military Leave: Eligible Ambassadors covered by NRS 281.145 or the Uniformed Services Employment and Reemployment Rights Act (USERRA) shall receive all pay or benefits as prescribed by these laws.

#### 12.5 – Ambassador Leaves

There are two types of Ambassador Leave; Ambassador Medical Leave and Unpaid Time Off Leave. Ambassador Medical Leave and Unpaid Time Off Leave can be used for:

- Assisting Ambassadors with personal emergencies, that are not covered by other types of leave, or special requests
- Supplementing other types of leaves as needed
- Ambassadors own illness or injury if the Ambassador is not eligible for FML because they have not satisfied the initial eligibility requirements or has already exhausted the leave

#### 12.6 – Ambassador Medical Leave

An Ambassador medical leave may be granted for Ambassadors who have not satisfied the requirements for FML or ADA or have already exhausted the leave. One medical leave is allowed per rolling year.

Ambassador medical leave can either be triggered on the fourth shift away from work and is retroactive back to the first date of absence, in the instance of not being eligible for various other leaves or could be applied immediately when a previous leave has been completed. A medical leave can be up to a maximum of 120 days (four consecutive months) in any 12-month rolling-year period. Subsequently, the Ambassador must be placed on long-term disability, PERS disability, PERS retirement or separated from employment with the Authority.

Ambassador medical leave is unpaid, and any accrued PTO or comp time is to be

taken concurrently. Ambassadors who are eligible for FML are not eligible to take Ambassador medical leave as a substitute leave to cover a medical condition that would otherwise qualify for FML.

#### 12.7 – Ambassador Unpaid Time Off Leave

Ambassadors who have exhausted their paid time off (PTO), or comp time, may ask their supervisor for up to five consecutive shifts off without pay.

If an Ambassador is in need of taking off six or more shifts, they would be eligible for an Ambassador unpaid time off leave. All requested unpaid time off leaves must be approved by the senior executive in People and Culture.

PTO will not accrue during any unpaid leave of absence. All insurance premiums, if the Ambassador wishes to continue coverage and is eligible, will be their responsibility pursuant to plan requirements.

#### 12.8 – Bereavement Leave

Ambassadors requesting bereavement leave to attend a funeral for designated family members will be granted a maximum of four days of leave (four consecutive calendar days for bargaining Ambassadors, four consecutive workdays for professional Ambassadors). Should any paid holiday as set forth in Article 10 of the SEIU Collective Bargaining Agreement intervene during the aforementioned four-day Bereavement leave period, it shall be deemed "consecutive" for purposes of this policy.

Bereavement leave must be taken in full-shift increments and used within 60 days of the death of the family member, unless waived by the senior executive in People and Culture.

The Ambassador must be considered in paid status on all four days of the requested leave in order to be compensated for bereavement leave.

Designated family members include:

- Spouse or domestic partner registered with the state of Nevada.
- Children, step-children and grandchildren.
- Brothers/sisters, half-brother, half-sister, and step-brother/step-sister.
- Parent, step-parent, grandparent and step grandparent.
- In-laws: father, mother, brother, sister, daughter, son (this does not include ex-relatives, such as an ex-spouse or ex-in-laws).

Bereavement shall only be granted once per deceased individual, but if another situation occurs relating to the same individual, the Ambassador may be allowed to use PTO.

When submitting a leave request, Ambassadors must include relationship to the deceased in the "comments" field of the leave request. Proof (e.g., obituary, newspaper clipping, funeral/ memorial attendance program, etc.) of relationship must be provided to People and Culture and maintained in People and Culture according to the records management schedule. Bereavement leave is paid at the rate of

straight time and will not be counted as time worked for the purpose of computing overtime.

#### 12.9 – Nevada Pregnant Worker's Fairness Act

The law prohibits discrimination based on pregnancy.

Once management is made aware of a pregnancy within their department, they are to contact People and Culture for assistance.

Ambassadors who may need a leave as an accommodation for a pregnancy related condition must meet with People and Culture to discuss the need for leave and available options.

#### 12.10 – Jury Duty

Ambassadors who are required to appear for jury duty or subpoenaed to appear as a witness in a court proceeding on scheduled workdays shall be paid their regular wages by the LVCVA. The above provisions do not apply to Ambassadors who appear as defendants in criminal proceedings in a matter not related to the LVCVA or to Ambassadors called or appearing as a party in civil proceedings unrelated to LVCVA business. Ambassadors are not required to work within eight hours before the time they are required to appear for jury duty.

Ambassadors assigned to shifts other than the day shift will, throughout the duration of their jury duty, be rescheduled to the day shift for the days they serve on the jury. No overtime or shift differential will be paid for jury duty.

Ambassadors are not required to work if jury duty lasts four hours or more on the day of jury duty, including travel time to and from the courthouse. Those Ambassadors called as witnesses will report back to work when excused by the court.

Jury duty leave is straight-time pay and will not be counted as time worked for the purpose of computing overtime.

#### 12.11 – Parental Leave

- a. Parental Leave will be provided to allow time away for Ambassadors who give birth or adopt a child, or Ambassadors who welcome a child with their spouses and domestic partners, to care for and bond with their newborn or newly adopted child.
- b. Parental Leave will be granted for up to twelve (12) weeks (Parental Leave Period) when no other leave option is available to the parent.
- c. The Parental Leave Policy does not provide for paid leave beyond other leave programs provided for in this Agreement.
- d. Parental Leave will be used concurrently with FMLA, the Nevada Pregnant Workers Fairness Act, and other legally provided leave programs.
- e. Eligibility
  1. Parental Leave is available to any Ambassador who gives birth or adopts a

child, or to an Ambassador whose spouse or domestic partner gives birth to a child and allows up to a total of twelve (12) weeks of continuous or intermittent leave as outlined in Section 12.11.f.

2. When requesting Parental Leave, the Ambassador must provide at least a thirty-day (30) notice when feasible.
3. All Parental Leave must be medically certified by a Health Care Provider and provide the estimated leave dates.
4. If a portion of the time away from work can be certified under the FMLA or the Nevada Pregnant Workers Fairness Act, those leave types will run concurrently with Parental Leave.
5. If both parents are Ambassadors of the Authority, each parent will be granted up to twelve (12) weeks of Parental Leave which may be taken continuously or on a reduced or intermittent schedule.
6. No Parental Leave will be granted beyond the Parental Leave Period.

f. Time Away from Work

1. The Parental Leave Period begins on the first day the Ambassador is not available for work, either before or after the birth.
2. All Parental Leave time used for baby bonding may be taken in a continuous block of time or on a reduced or intermittent schedule.
  - a. All reduced or intermittent Parental Leave must be approved by the Ambassador's Department Head and the Director of People and Culture.
  - b. All reduced or intermittent Parental Leave must be used within six (6) months from the child's birth date or date of adoption.
  - c. Ambassadors may only take Parental Leave in increments of one (1) hour or more.
3. The Ambassador must take all accrued Paid Time Off (PTO) and Compensatory Time while on leave. Once paid leave banks are exhausted, the Parental Leave will continue unpaid.
4. All Parental Leave time will be entered into the time and attendance system by the Leave Administrator.
5. An Ambassador on Parental Leave shall not perform any work.
6. An Ambassador who takes Parental Leave, and gives birth, must provide a release from the treating physician to return to work.
7. Absent another applicable and qualifying leave, Ambassadors who do not return at the end of their authorized leave will be separated.

g. Continuation of Benefits

1. During the period of Parental Leave, group health, dental, vision, and basic life and accidental death insurances will be continued and paid for by the LVCVA according to eligibility rules.

2. All voluntary benefit premiums must be timely reimbursed to the LVCVA to maintain coverage. If there is a lapse in benefit coverage, the Ambassador may reinstate voluntary benefits according to eligibility rules.
3. If the Ambassador or spouse/domestic partner does not meet eligibility for LVCVA benefits, the qualifying period for benefits starts over upon return to work.

## **Article 13**

### **LONGEVITY BONUS PROGRAM**

#### 13.1 – Eligibility

Bargaining unit Ambassadors hired on or before June 30, 2018, will receive longevity bonuses upon completion of 8 full years of creditable service.

Bargaining unit Ambassadors hired on or after July 1, 2018, are not eligible for longevity bonuses.

Bargaining unit Ambassadors hired on or after July 1, 2018, who are hired in at the Step 0 rate of pay, who progress through the Steps to the Step 8 rate of pay in no less than 8 years of service, and are therefore eligible for the Step 9 rate of pay, shall skip the Step 9 rate of pay and advance directly to the Step 10 rate of pay pursuant to the salary ranges attached as Appendix B, pursuant to Article 7 "Step Progression," 7.3 "Effective Date," provided all other Article 7 step progression requirements are met. Ambassadors are entitled to advance in this manner one time only in their career pursuant to the provisions of this Article.

#### 13.2 – Payment

- a. Longevity bonus will be paid annually, in a lump sum amount, on the first working day of the month in which it is due. Longevity payments will be deferred for all Ambassadors on furlough status, with any such payment owed to be paid upon the Ambassador returning to work.
- b. Longevity bonus payments will be prorated, as adjusted, for Ambassadors terminated for any reason.
- c. Longevity bonus rates for eligible Ambassadors hired prior to July 1, 2018, will be paid at the rate of .59 of 1% of the base salary per year for each year of creditable service.

#### 13.3 – Creditable Service for Longevity Bonus Computation

Creditable service includes:

- a. Employment with the Authority in paid status within the bargaining unit.
- b. Any period in which an Ambassador is called into the active military service of the United States Armed Forces involuntarily.
- c. Any period of an approved FMLA, Workers' Compensation, or ADA leave (ADA leave not to exceed 3 months).

#### 13.4 – Rehired Ambassadors

An Ambassador's creditable service will terminate when the Ambassador terminates employment for any reason, except in the situation where an Ambassador is rehired within six (6) months after the effective date of termination, in which case the Ambassador's previous creditable service shall be restored in its entirety.

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## **Article 14**

### **GROUP INSURANCE**

#### 14.1 – Coverage

Medical, dental, vision, and prescription coverage is provided via inter-local agreement with Clark County.

#### 14.2 – Eligibility

To be eligible for the medical, dental, vision and life insurance plans, Ambassadors must meet the necessary qualifying periods associated with the insurance plans.

- a. Any Ambassador who is on an authorized non-FMLA LWOP status for more than 28 consecutive calendar days and subsequently remains on LWOP status will be responsible on the first day of the month following the 28-day period for reimbursing the Authority for all subsequent medical, life, and long-term disability insurance premiums paid on the Ambassador 's behalf, including coverage for eligible dependents.
- b. Failure of the Ambassador to pay the amount(s) owed will result in cancellation of coverage(s) retroactive to the end of the last premium period paid. Premiums will be paid in whole-month increments and will not be prorated.

#### 14.3 – Payment of Premium Cost

- a. The Authority will pay 100% of the premium cost of the health, vision, and dental insurance for Ambassadors and their dependents.
- b. If the Authority's health insurance premiums increase by 7.5% percent or more in any year of this agreement, the Authority and the Union will reopen this article for negotiation of an Ambassador contribution for dependent health insurance.

#### 14.4 – Basic Life Insurance

The Authority will pay 100% of the premium cost of a group basic life insurance policy, providing to each Ambassador an amount of coverage no less than \$15,000.

#### 14.5 – Long-Term Disability Insurance

The Authority will provide long-term disability (LTD) insurance for Ambassadors. Ambassadors must meet the qualifying requirements associated with the plan.

#### 14.6 – Excess Premiums

- c. Should the Authority be unable to recover any excess premiums paid to an insurance carrier due to an Ambassador's failure to notify the Authority of eligibility changes, the Ambassador will be responsible for reimbursing the Authority for the excess amount.
- d. The Ambassador is also subject to progressive disciplinary action.

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## **Article 15**

### **EDUCATIONAL ASSISTANCE**

#### 15.1 – Funds

Educational assistance will only be authorized if funds are available.

#### 15.2 – Courses of Study

Educational assistance will be provided only for courses of study which are directly related to the Ambassador's present job or which will enhance the Ambassador's potential for advancement to a position within the Authority which they have a reasonable expectation of achieving. The courses or programs must be offered by accredited institutions of learning. The maximum tuition reimbursement will be determined by the lesser of the actual tuition cost at the undergraduate or graduate rate, as applicable, or the current University of Nevada Las Vegas undergraduate or graduate rate. In no case will the Authority provide educational assistance beyond the master's degree level.

#### 15.3 – Requirements

Other requirements for educational assistance include the following:

- a. only non-introductory Ambassadors are eligible;
- b. the Ambassador must have completed one year of service.

#### 15.4 – Requests

In order to guarantee reimbursement of education costs, requests for educational assistance must be approved prior to enrollment. Written requests will be submitted to the senior executive in People and Culture through the Ambassador's section, department head, and senior vice president. The senior vice president will recommend either approval or disapproval of the request. The final decision will be made by the senior executive in People and Culture.

#### 15.5 – Factors

In determining whether to approve a request for educational assistance, the section head, department head, senior vice president, and senior executive in People and Culture are directed to consider the following factors:

- a. the nature and purpose of the course of study;
- b. the benefits to be derived by the Ambassador and the Authority;
- c. the level of responsibility and length of service of the Ambassador; and
- d. the estimated cost.

#### 15.6 – Reimbursable Costs

The amount of educational assistance paid by the Authority will be based upon the grade received for the course, as follows:

- a. For a grade of "A", 100% of reimbursable costs;
- b. For a grade of "B", 75% of reimbursable costs;
- c. For a grade of "C", 50% of reimbursable costs;
- d. For a successfully completed certificate course, or a "pass" on a pass/fail standard, 50% of reimbursable costs.

#### 15.7 – Class Attendance

Class attendance and completion of study assignments will be accomplished outside of the Ambassador's regular working hours. It is expected that educational activities will not interfere with the Ambassador's work, and unsatisfactory job performance during enrollment may result in rejection of subsequent requests.

#### 15.8 – Termination Prior to Completion

An Ambassador who is terminated during enrollment due to a reduction in force or who is unable to complete the course due to a temporary reassignment within the Authority will be reimbursed for the full amount of the costs incurred. An Ambassador who voluntarily leaves the Authority or is terminated prior to completing a course will not be reimbursed for the expenses associated with the course.

#### 15.9 – Completion of Course

Upon completion of the course, the Ambassador will submit to People and Culture a certified transcript of grades received and receipts for expenses incurred. The Authority will then reimburse the Ambassador the applicable percentage of the cost of tuition, textbooks, registration, and laboratory and library fees.

#### 15.10 – Employer-Pay Contribution Plan

If the Ambassador voluntarily terminates employment with the Authority within 6 months of completion of the course, the Ambassador must repay the full amount reimbursed by the Authority for educational assistance. If the Ambassador voluntarily terminates employment with the Authority between 6 months and one year after completing the course, one half of the amount reimbursed will be repaid by the Ambassador.

#### 15.11 – Records

Records will be maintained by People and Culture of all educational programs completed by each Ambassador.

#### 15.12 – Training

Training, other than educational assistance, required by the Authority in new work procedures or technology will be made available to all Ambassadors who are in the same classification and department. While staffing requirements may restrict the

number of Ambassadors trained at any one time, the Authority will make sufficient plans to offer the training to all interested Ambassadors within the work area affected. It is recognized that the Skilled Craftsman, Service Worker, and certain other classifications contain distinct disciplines that will determine required training.

#### 15.13 – Job-Related Program

The Authority will bear the full cost of tuition and grant time off with full pay and benefits to any Ambassador enrolled in any job-related program (i.e., educational, certification) that the Ambassador is required to attend which is only available during the Ambassador's normal work hours.

#### 15.14 – Promotional Opportunities / Cross-Training

To provide opportunity for promotion from within, the Authority shall establish a cross training program. The program is an opportunity for interested Ambassadors to explore a new career in a higher classification. The Authority shall determine the types of positions available for cross-training opportunities, the number of participant slots available, the frequency of training programs, scheduling, and other program attributes based on business needs. Ambassador eligibility shall be determined by Authority Seniority unless other specific skills and qualifications are needed for a position. The Authority may deny access to the cross-training program to Ambassadors who have active disciplinary documents in their file in accordance with Article 21. Ambassadors will maintain their rate of pay and classification seniority as they would in their current position.

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## **Article 16**

### **RETIREMENT CONTRIBUTION**

#### 16.1 – Employer-Pay Contribution Plan

The Authority will pay the Ambassador's portion of the retirement contribution under the employer-pay contribution plan in the manner provided for by Chapter 286 of Nevada Revised Statutes.

#### 16.2 – Increases And Decreases

- a. Any future increase in the percentage rate of the retirement contribution above the rate set forth in NRS 286.421 will be borne equally by the Authority and Ambassador and will be paid in the manner provided by NRS 286.421.
- b. Any decrease of the retirement contribution will be shared equally by the Authority and the Ambassador.

#### 16.3 – Retirement Contribution

The term retirement contribution does not include any payment for the purchase of previous credit service on behalf of any Ambassador.

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## **Article 17**

### **HEALTH AND SAFETY**

#### 17.1 – Health and Safety Committee

- a. The Authority will establish and maintain Safety Committee(s) as required by NRS 618.383 and NAC 618.540. The Safety Committee(s) shall include Ambassador representatives from a cross section of classifications throughout the Authority as selected by the Ambassadors.
- b. The Committee will submit in writing any consensus recommendations directed at enhancing the mutual goal of the Union and the Authority, to promote a safe work environment. Such recommendation will be forwarded to the department director and Safety Manager, who will respond in writing to the Committee within 14 working days of the Authority's disposition of the recommendations of the Committee.

#### 17.2 – Laws

The Authority and its Ambassadors agree to comply with all local, state, and federal health and safety laws, regulations, and guidelines.

#### 17.3 – Authority-Required Uniforms and Tools

Authority-required uniforms and tools will be provided at no cost to Ambassadors, except for firearms for Customer Safety personnel.

#### 17.4 – Protective Devices

- a. Protective devices, wearing apparel, and other equipment such as safety shoes, coveralls, goggles, and hard hats determined by the Authority or appropriate governmental agency to be necessary for protection from accidents and health hazards will be provided by the Authority. Where such protective devices are required for the safety of Ambassadors, the Ambassadors must wear them while working or in the required area. Failure to do so will result in progressive disciplinary action.
- b. The Authority will provide a shoe allowance up to \$175 for Ambassadors required to wear safety shoes. Ambassadors will receive an additional shoe allowance when their current shoes are rendered unserviceable. Ambassadors will be required to demonstrate the need for new shoes.
- c. However, the Authority may assess a fair charge to cover loss of uniforms and protective devices provided by the Authority under this section resulting from failure to exercise reasonable care or for willful destruction of such safety equipment or clothing. This does not include circumstances beyond the Ambassador 's control.

#### 17.5 – Safe Working Conditions

- a. The Union will cooperate with the Authority in maintaining safe working conditions. In an effort to maintain this spirit of cooperation, any Ambassador who believes a working condition or machinery to be unsafe must immediately inform their supervisor. Should the supervisor conclude that the working condition or equipment is safe and the Ambassador insists to the contrary, the Ambassador must notify the Safety Manager or the Safety Committee and the Union steward so that the matter will be brought to the attention of the manager for conclusive action.
- b. During the time of investigation, the Ambassador may be reassigned to perform other duties.

#### 17.6 – Special Examinations

If an Ambassador performs duties which might jeopardize the safety of fellow Ambassadors, the Ambassador for reasonable cause, may be required to undergo special examinations from time to time at the Authority's expense to see that they meet acceptable physical and mental standards.

## **Article 18**

### **WORK-RELATED INJURIES**

#### 18.1 – Industrial Accident Benefits

All Ambassadors will be covered by the provisions of the Nevada Industrial Insurance Act (Chapter 616 of the NRS) and the Nevada Occupational Disease Act (Chapter 617 of the NRS) that provide for payment of industrial accident benefits and compensation for partial and temporary total disability (TTD) arising from industrial injuries and occupational diseases, hereinafter collectively referred to as "injury."

#### 18.2 – Supplemental Amount

- a. In the event an Ambassador has an injury, they will, unless found negligent, receive in addition to the compensation as provided by Chapter 616 or 617 of the NRS, a supplemental amount from the Authority, which would cause the total amount received by the Ambassador from the work-related injury and the Authority to equal their salary at the time of their injury.
- b. The supplemental compensation will start with the first day of absence due to the injury as directed by the treating physician, but will not exceed 340 work hours for the same injury and/or claim.
- c. Supplemental compensation for the same injury and/or claim will not be available after the expiration of 6 months from the date of original injury, unless the Ambassador thereafter requires surgery as a result of such injury and/or claim. During this period, the Ambassador will not forfeit any accrued PTO leave.
- d. Successful completion of the new-hire introductory period is required in order to qualify for the supplemental compensation from the Authority.
- e. It is the intent of the Authority to pay the on-the-job injured Ambassador as salary continuance, the difference between full bi-weekly salary and that provided pursuant to Chapter 616 or 617 of the NRS.

#### 18.3 – Utilization of PTO

If an Ambassador who has received TTD, including supplemental compensation up to the maximum 340 work hours, is unable to return to work, they may elect to utilize accrued PTO to supplement the benefits as provided pursuant to Chapter 616 or 617 of the NRS.

#### 18.4 – Utilization of Comp Time

If the Ambassador is still unable to work after PTO has been exhausted, they will be permitted to use their accrued comp time.

#### 18.5 – Light Duty

For transitional (light) duty, the Authority will follow NRS 616C.475.

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## **Article 19**

### **REDUCTION IN FORCE AND RECALL**

If the Board of Directors approves a reduction to the overall adopted budget, as recommended by management based on economic necessity, the Union and management will agree to meet and confer to discuss any/all possible options prior to the implementation of any reduction in force or furlough procedures.

#### 19.1 – Reduction In Force

- a. Reductions in force will be made within classification, in inverse order of seniority within the classification.
- b. The Authority will make the determination of the number of positions within each classification to be reduced, based on business need.
- c. The Authority may exempt 4% of the total number of bargaining positions authorized in the current budget and retain them regardless of seniority. If the 4% does not equal an exact number of Ambassadors, the fraction shall be rounded to the next higher whole number.

Any exemption that is necessary because of any affirmative action program or laws pertaining to equal employment opportunity shall not be deemed a part of the above 4% but shall be in addition thereto.

The Authority shall provide the Union with a complete list of exemptions 5 business days prior to the notification of those Ambassadors to be separated. The Authority shall update the list of exemptions whenever a reduction in force is required, but not more often than once every 12 months.

Within classification, temporary, part-time, intermittent, and introductory Ambassadors will be separated first.

#### 19.2 – Reassignments

- a. In order to avoid an actual reduction in force, the Authority may cause the reassignment, change of shifts, transfer, demotion or any combination thereof. In the event of a reassignment in lieu of a reduction in force, the least senior Ambassador(s) in the classification(s) affected by a reduction in force will be reassigned.
- b. Under the provisions of this article, the assignment of an Ambassador to a position within a classification will be at the discretion of the Authority.

#### 19.3 – Bumping Down

- a. Ambassadors who are affected by a reduction in force will have the right on a seniority basis to elect to bump down into a classification that the Ambassador has completed an introductory period, provided the classification exists.

- b. The right to bump includes bumping from a supervisory bargaining position into any previously held bargaining position.
- c. An Ambassador who is bumping down will retain their salary, but will not exceed the top out salary of the classification. The Ambassador's anniversary date will not be adjusted. The Ambassador will be subject to the reduction in force protocol in the classification bumped into, based on seniority earned in the classification.

#### 19.4 – Notice

Prior to separation, Ambassadors affected will be given at least 4 weeks written notification or 4 weeks' pay in lieu of such notice, except as noted below.

If the Authority effects a reduction in force for other non-bargaining Ambassador groups, Ambassadors covered by this Agreement may elect to receive benefits provided under any other current such program instead of the benefits provided by this article. In either case, the Ambassador shall retain their recall rights.

#### 19.5 – Contract Out Work

The Authority will not contract out work to be performed in or about the Las Vegas Convention Center, or any other facility or site under the jurisdiction of Authority Board of Directors, which is normally performed by current Ambassadors in order to effect or as a result of a reduction in force except as outlined below.

- a. With reference to the work being considered for contracting out, no Ambassador subject to a reduction in force possesses the qualifications, skills and abilities to perform the work;
- b. The contract work would be for a duration of less than 3 consecutive weeks;
- c. The work is emergency situations, such as utility failure, substantial structural damage or similar occurrences as determined by the Authority.

#### 19.6 – Recall List

- a. Any Ambassador (s) demoted or separated under this article will, based upon seniority, have their name placed on an appropriate recall list for a period of 15 months. Ambassador (s) separated through a reduction in force will be notified by certified mail, return receipt requested, at their last known address and will within 10 days of attempt to deliver, respond affirmatively by certified mail or in person that they are accepting the offer of recall. Failure to respond will mean that the person has refused the offer of recall and the person will be removed from the recall list. The person must be available for work on the date established by the Authority.
- b. When positions become available in a classification, personnel who have been separated or demoted in that classification will be recalled in inverse order of separation.
- c. Upon return to work, the Ambassador will receive an adjusted service and anniversary date if the separation was for a period of 30 or more days and all

benefits for which qualified will be reinstated relative to their adjusted service date.

## **Article 20**

### **DISPUTE RESOLUTION**

#### 20.1 – Intent

It is the intent of this article to provide an exclusive procedure for the resolution of certain disputes between (an) Ambassador (s) and the Authority and/or the Union and the Authority. The Union and the Authority should, however, make every possible effort to settle differences without making use of the procedure contained in this Article.

#### 20.2 – Exclusions

Disputes specifically excluded by other Articles of this Agreement from the grievance and arbitration procedure will not be subject to the procedures set forth herein.

#### 20.3 – Definition of Grievance

A grievance is any dispute or difference of opinion between the Union and the Authority involving the meaning, interpretation or application of this Agreement. Resolution of disputes relating to the meaning, interpretation or application of this Agreement shall be settled in accordance with the terms of this Article. The procedures set forth in this Article shall be the exclusive remedy for any such dispute.

#### 20.4 – Presentation of Grievances and Responses

All grievances presented in accordance with this Article shall set forth: 1) the facts giving rise to the grievance; 2) the provision(s) of the Agreement, if any, alleged to have been violated; 3) the name(s) of the aggrieved Ambassador (s); and 4) the remedy sought. All grievances shall be signed and dated by the Ambassador and/or their Union representative. Any grievance not satisfying these requirements will be dismissed by the Authority, but the Union shall have five (5) working days to correct any deficiencies within the grievance following notification of the deficiency by the Authority. All written responses submitted by the Authority shall be signed and dated, including electronically, by the appropriate Authority representative.

#### 20.5 – Time Limitations

The time limitations set forth in this Article and/or mutually agreed upon time extensions in writing, are the essence of this Agreement. No grievances shall be accepted by the Authority unless they are submitted or appealed within the time limits set forth in Article 20.7 of this Agreement. If a grievance is not submitted in a timely manner, it shall be deemed waived. If the Authority fails to respond within the time limits set forth in Article 20.7 of this Agreement, the grievance shall automatically be considered sustained in all respects and the remedy will be promptly implemented. If mutually agreed, either party may request in writing a waiver of the time limitations set forth in this Article.

#### 20.6 – Ambassador's Responsibility to Work

Unless illegal, immoral, or unsafe, the Ambassador has the obligation to work as assigned and then grieve the assignment at a later date.



## 20.7 – Grievance Procedure

### STEP 1: Written Grievance to Department Head

The Ambassador and/or the Union representative, no later than ten (10) working days from the date the Ambassador and/or Union knew or should have known of the events giving rise to the grievance, must submit the written grievance to People and Culture.

Within ten (10) working days of receipt of the grievance, the Department Head or their designee, a People and Culture representative, a Union representative, and the affected Ambassador will meet to try to resolve the problem. A notification of the meeting time, date, and location will be sent via email to the Union representative and the Ambassador prior to the meeting.

The senior executive in People and Culture shall designate the Department Head to respond to the grievance and said individual shall give their written answer to the grievance within ten (10) working days of the meeting. If the grievance is not resolved at this level, it may proceed to Step 2.

### STEP 2: Written Grievance to Senior Executive in People and Culture or Designee

If the grievance is not resolved at Step 1, the Ambassador and/or the Union representative, no later than ten (10) working days after receipt of the Step 1 written response (as indicated by the People and Culture Department's time/date stamp), may advance the written grievance to the senior executive in People and Culture or their designee. No later than ten (10) working days after receipt of said written notice, the senior executive in People and Culture or their designee shall meet with the Ambassador and/or Union representative. The senior executive in People and Culture or their designee shall give a written response to the grievance within ten (10) working days after such meeting, which response shall be final and binding on the Ambassador, the Union and the Authority, unless it is appealed in a timely manner to Step 3.

### STEP 3: Appeal to Arbitration

Any grievance that has been properly processed in a timely manner through the grievance procedure and has not been resolved at the conclusion of Step 2, may be appealed to arbitration by the Union, by serving the Authority with written notice of its intent to appeal. The failure to appeal a grievance to arbitration in accordance with this Article within ten (10) working days (as indicated by the People and Culture Department's time/date stamp) after receipt of the written response of the Authority at Step 2 of the grievance procedure shall constitute a waiver of the Union's right to appeal to arbitration, and the written response of the Authority at Step 2 of the

grievance procedure shall be final and binding on the Ambassador, the Union and the Authority.

#### 20.8 – Mediation

Prior to invoking arbitration, the parties by mutual agreement may agree to submit any dispute to mediation. The mediator may be selected from the Federal Mediation and Conciliation Service ("FMCS") or other mutually agreed upon third party.

#### 20.9 – Selection of Arbitrators

An arbitrator will be selected by mutual agreement of both parties. If the parties are unable to mutually agree, the parties will jointly request the FMCS to furnish a panel of seven (7) arbitrators from which an arbitrator will be selected. The parties agree that as much as practical, local arbitrators who are members of the National Academy of Arbitrators will be selected. The selection will be accomplished by the Union first, and the Authority next, each striking one name from the list in turn until only one name remains. Each party will have the right to reject one panel of arbitrators. Both parties will make every effort to mutually set forth the issue(s) to be arbitrated in advance of the arbitration hearing date.

#### 20.10 – Arbitrator's Jurisdiction

The jurisdiction and authority of the arbitrator and their opinion and award shall be confined exclusively to the interpretation and/or application of the express provision(s) of this Agreement at issue between the Union and the Authority. They shall have no authority to add to, detract from, alter, amend, or modify any provision of this Agreement; to impose on either party a limitation or obligation not explicitly provided for in this Agreement; or to establish or alter any wage rate, wage structure, or new position. The arbitrator shall not hear or decide more than one grievance without the mutual consent of the Authority and the Union. The written award of the arbitrator on the merits of any issue adjudicated within their jurisdiction and authority shall be final and binding on the Ambassador, the Union, and the Authority.

#### 20.11 – Fees and Expenses of Arbitrator

All fees and expenses of the arbitrator, court reporter, original transcript and hearing room shall be equally borne by the Authority and the Union. The cost of the court reporter shall be borne by the party ordering a court reporter; provided, however, if both parties seek a transcript, then the cost of the court reporter shall be borne equally by the parties.

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## **Article 21**

### **CORRECTIVE ACTION AND DISCIPLINE**

#### 21.1 – Just Cause

No Ambassador who has satisfactorily completed their introductory period may be disciplined without just cause.

#### 21.2 – Coaching and/or Counseling

The Authority endeavors to follow progressive discipline. In certain circumstances, however, the Authority may coach and/or counsel an Ambassador for the purpose of addressing performance and/or conduct issues at the earliest possible opportunity to maximize opportunities for improvement. Coaching and/or counseling are not considered discipline and are not subject to the provisions of Article 20.

#### 21.3 – Progressive Discipline

The parties agree to follow progressive discipline; however, the Union recognizes the need for more severe disciplinary action in the event of a major violation of established rules, regulations or policies. Progressive discipline includes:

- Verbal Warning/Performance Improvement Notice ("PIN")
- Written Warning/PIN
- Suspension Without Pay (up to 3 days)
- Final Suspension without Pay
- Termination

Progressive discipline for attendance-related issues will be tracked separately from discipline for other Ambassador infractions.

- a. In lieu of termination, the Authority may offer Ambassadors the opportunity to enter into a Last Chance Agreement for violations of the Authority's drug and alcohol policy. Ambassadors covered by this Agreement will be covered by the Authority's Last Chance Agreement policy covering all Ambassadors, which may require scheduled and/or random testing, treatment, leave, and other terms as a condition of continued employment. Ambassadors who take leave for treatment under a Last Chance Agreement will be allowed to use Paid Time Off as provided for in this Agreement. The use of a Last Chance Agreement shall be at the discretion of the Authority, and may not be provided for situations involving accident, injury, or other significant factors.

#### 21.4 – Duty to Furnish Disciplinary Documents

The Authority recognizes its obligation to provide to the Union, and the Union's right to request in writing, all relevant documents (i.e., reports, statements, etc.) utilized in any disciplinary proceedings undertaken by the Authority directed to an Ambassador. Such documents will be provided to the Union as soon as practicable following the Union's written request, but no later than five (5) working days, unless otherwise agreed to by the Union and the Authority.

#### 21.5 – Personnel File

Upon written request or authorization by an Ambassador, the Ambassador's attorney or Union representative may obtain, at their expense, data/documents that are necessary in preparation of an appeal or grievance from the personnel file of the Ambassador. The permanent file which is maintained in the People and Culture Department is recognized as the Ambassador's "personnel file" for the purpose of this Agreement. The Authority will recognize the right of the Union to exclusively represent Ambassadors covered by this Agreement, unless it receives written notice from the Union giving up its right to do so.

#### 21.6 – Disciplinary Meetings

The Authority hereby agrees that it will honor a request by an Ambassador for Union representation where the subject matter of the meeting involves the actual discipline of that Ambassador. The Ambassador is responsible for contacting a representative in a timely manner. Lack of timely response by the representative is not grounds for delaying or postponing the meeting. The Authority shall give Ambassadors at least 24 hours' notice of a planned disciplinary meeting so the Ambassador can have a representative present.

#### 21.7 – Investigations

- a. When an allegation is made against an Ambassador or when the Authority receives an allegation against an Ambassador and determines an investigation is warranted, the Authority may decide that it is in the Ambassador's and/or Authority's best interest to suspend the Ambassador pending investigation.
- b. Any Ambassador who is the subject of an investigation or is involved in any investigation in any capacity shall be notified by the Authority up to 24 hours prior to appearing at any investigatory meeting. The Union and the Authority agree certain issues/incidents may require an immediate investigatory meeting. The Ambassador shall be entitled to be a representative and is responsible for contacting a representative in a timely manner. The Authority may also assist in securing a representative for the Ambassador.
- c. Any Ambassador suspended pending investigation will be entitled to use earned PTO. If the Authority finds that there was no violation, the Ambassador will be reimbursed for whatever earned PTO they used during the suspension pending investigation. If the investigation takes longer than five (5) working days, defined as Monday through Friday, excluding holidays, the Authority will place the Ambassador on paid administrative leave.
- d. Documentation relating to investigations of allegations which do not result in

corrective or disciplinary action will not become part of the Ambassador's personnel record under any circumstances and will not be used or referenced in any disciplinary proceeding.

- e. The Authority's current policy regarding the confidentiality of Ambassador records will be applied to any investigatory documents concerning an Ambassador, except as may otherwise be required by applicable state, federal or local laws, regulations or ordinances.

#### 21.8 – Rebuttal to and Review of Verbal and/or Written Warning

- a. As soon as practical, but no later than ten (10) working days of receipt of a verbal or written warning, an Ambassador who believes the warning is not based on just cause may submit a rebuttal to the Authority's People and Culture Department explaining in detail why they believe the warning lacks just cause. Such rebuttal will be attached to the warning and a copy forwarded to the Ambassador's Department Head.
- b. The Union and the Authority agree that the Employee Management Review Committee (EMRC) may be used for the purpose of reviewing the validity of a verbal or written warning.
- c. An Ambassador may submit a grievance concerning a verbal or written warning in accordance with the grievance procedure set forth in Article. 20.7. A decision at Step 2 of the grievance procedure shall be final and binding on the Ambassador, the Union and the Authority. Verbal and written warnings are excluded from the mediation and arbitration provisions of Article 20 of this Agreement.

#### 21.9 – Suspension and Demotion Appeals

An Ambassador's challenge of a suspension or demotion decision shall be processed in accordance with the grievance procedure set forth in Article 20.7 of this Agreement.

#### 21.10 – Suspension Pending Termination

An Ambassador who has satisfactorily completed their introductory period and is recommended for termination from the Authority will first be issued a written statement setting forth the charges upon which the proposed termination is based. The written statement will be in the form of a Suspension Pending Termination (SPT) Performance Improvement Notice (PIN).

#### 21.11 – Pre-Termination Hearing

- a. Prior to the termination of any Ambassador who has satisfactorily completed their introductory period, the Authority shall conduct an informal pre-termination hearing. If the Authority chooses to remove the Ambassador from the worksite prior to the pre-termination hearing, the Ambassador will be entitled to use any earned PTO they have accrued. If the Ambassador is returned to work, they will

be reimbursed for any PTO used.

- b. The pre-termination hearing will be conducted in accordance with the following steps, time limits, and conditions:

Step 1. The pre-termination hearing shall be conducted within ten (10) working days (unless otherwise extended by mutual agreement) following the date of the Ambassador's receipt of notice recommending termination before a hearing officer who shall be a Vice President from a division other than the Ambassador's. If desired by the Ambassador, a Union representative may attend the pre-termination hearing, consistent with the Union's exclusive right to represent covered Ambassadors under this Agreement. The Ambassador will notify the senior executive in People and Culture in writing of the name and address of their representative.

Step 2. The Ambassador shall be given at least three (3) working days' notice prior to the hearing, which notice will include the time and location of the pre-termination hearing.

The hearing will not follow formal rules of evidence and will be conducted in an informal manner. The hearing will be conducted by the hearing officer. The management's representative will explain the charges against the Ambassador and supporting evidence. The Ambassador will be provided the opportunity to respond to all specified charges.

Step 3. The pre-termination hearing officer will render a reasoned decision in writing within five (5) working days and forward it to the Ambassador, the Ambassador's representative, and the senior executive in People and Culture.

Step 4. The hearing officer may uphold or rescind the recommendation for termination, and/or impose other discipline in lieu of termination.

- c. If the hearing officer rescinds the termination recommendation, the Ambassador will be reinstated and reimbursed for any PTO they used while removed from the worksite pending the pre-termination hearing.
- d. If the hearing officer upholds the termination recommendation, the Ambassador is terminated as of that date.

#### 21.12 – Termination Appeals

An Ambassador who is terminated may, within ten (10) working days from receipt of the pre-termination hearing officer's decision, appeal the decision to arbitration in accordance with Article 20.7 of this Agreement.

#### 21.13 – Removal of Coaching and/or Counseling and Discipline From Ambassador Personnel File

Coaching and/or Counseling and disciplinary documents, unless otherwise specifically excluded, are subject to removal from an Ambassador's personnel file, upon written request of an Ambassador to People and Culture, after eighteen (18)

months from date of issuance provided that no ensuing coaching and/or counseling or discipline of the same disciplinary track (attendance or other Ambassador infractions) occurred. Coaching and/or Counseling and disciplinary documents removed from an Ambassador's personnel file shall be considered null and void and will not be used in future disciplinary matters. Discipline related to theft, drug or alcohol policy violations, physical attacks, workplace violence, and/or harassment/discrimination are not subject to removal from an Ambassador's file.



## **Article 22**

### **DEFINITIONS**

Unless the context otherwise requires, the words and terms used in this Agreement will have the meanings ascribed to them below. Any words or terms not ascribed below will be interpreted in their context as appears in this Agreement and, if no context is apparent, will be given their plain and ordinary meaning.

Adjusted Service Date. An Ambassador's date of service, adjusted to account for occasions when an Ambassador accumulates 120 hours (15 days) or more of non-FMLA leave in an unpaid status in a service year. This does not apply to time lost due to furlough.

Administrative Employee. (as defined by NRS 288.025). Any employee whose primary duties consist of work directly related to management policies, who customarily exercises discretion and independent judgment and regularly assists an executive. In addition, it includes the chief administrative officer, his deputy and immediate assistants, department heads, their deputies and immediate assistants, attorneys, appointed officials and others who are primarily responsible for formulating and administering management policy and programs.

Anniversary/Service Date. The date on which an Ambassador commences full-time employment in a full-time budgeted position and continuing until separation from the Authority employment, minus any break in service, unless otherwise delineated in the Agreement.

Break in Service. Those periods of absence of 15 days or more during which an Ambassador is not in pay status and ineligible to accrue PTO and other benefits, unless otherwise delineated in the Agreement.

Call-In/Call-Back. Call back pay is defined as compensation earned for returning to their work site for duty after the Ambassador has completed their shift, departed from the work site, and is off duty for a period of time and is requested to return to their work site with less than 12 hours' notice.

Classification. An Authority position/job title.

Confidential Employee. (NRS 288.170(6a)). An employee who is involved in the decisions of management affecting collective bargaining and has been designated as confidential by the Authority. In addition to those designated as "Administrative", it includes employees occupying positions in the General Government, Information Technology, Payroll, and some Customer Safety personnel. Confidential employees are not covered by this Agreement.

Demotion. The movement of an Ambassador from one classification to another classification with a lower salary range.

Department. A department is the second level of organization below division level. The levels are (1) division, (2) department, (3) section, and (4) section unit.

Designated Family Member. Ambassador's spouse, domestic partner registered with the state of Nevada, brother, sister, half-brother, half-sister, parents, children, step-parents, step-brother, step-sister, step-children, step-grandchildren, grandchildren, father-in-law, mother-in-law, sister-in-law, brother-in-law, daughter-in-law, son-in-law, grandparents-in-law, grandparents, and step grandparents.

Division. A division is the highest level of organization within the Authority. The Authority comprises four divisions: General Government, Marketing, Sales, and Operations.

Full-time Ambassador. One who is hired to fill a budgeted position.

Introductory Ambassador. One who is hired to fill a budgeted position but has not completed the introductory period. Introductory Ambassadors are considered "at will" Ambassadors and are not subject to the provisions of Article 20 of the Agreement. The introductory period for non-supervisory Ambassadors is six months. The introductory period for supervisory Ambassadors is one year.

Lateral Transfer. A change in an Ambassador's position from one classification to another of the same pay grade/range based on qualifications.

On-Call. An Ambassador not employed in a budgeted position, working variable hours not to exceed 1,040 hours per fiscal year.

Part-time. An Ambassador who is regularly scheduled to work in a set schedule fewer than 30 hours per week, not to exceed 1,040 hours per fiscal year.

Phone Contact. When an off-duty Ambassador is called for consultation via the telephone or any other method and the Ambassador assists the Authority when they are on the phone, each call is considered time worked and is paid minute for minute. Minutes will be totaled per pay period and, if necessary, rounded up or down to the nearest quarter hour.

Progressive Discipline. Includes Verbal Warning/Performance Improvement Notice ("PIN"), Written Warning/PIN, Suspension Without Pay (up to 3 days), Final Suspension without Pay, and Termination.

Promotion. A change in an Ambassador's position from one classification to another of a higher pay grade/range that creates a vacancy.

Qualifying Period. A period of time, not to exceed six (6) months, following an Ambassador's transfer, promotion, or demotion during which an Ambassador's suitability for the position is evaluated.

Review Committee. Composed of (1) a Vice President from a division other than the Ambassador's, (2) the senior executive in People and Culture or designee, (3) the Chief Steward, and (4) a steward or their designee by submitting a written request to the senior executive of People and Culture. *(Review Committee's purpose is outlined in Article 7.)*

Seasonal. An Ambassador who is hired for a limited period of time for seasonal positions, regardless of number of hours worked per week, not to exceed 1,040 hours per fiscal year.

Section. A section is the third level of organization within the Authority below division level. The levels are (1) division, (2) department, (3) section, and (4) section unit.

Section Unit. A section unit is the fourth level of organization within the Authority below section level. The levels are (1) division, (2) department, (3) section, and (4) section unit.

Seniority.

- a. Authority Seniority. The amount of an Ambassador's continuous length of employment with the Las Vegas Convention and Visitors Authority. If an Ambassador separates employment from the Authority and is subsequently rehired, the new hire date will be the Ambassador's new Authority seniority date.
- b. Classification Seniority. The amount of an Ambassador's length of employment within a particular classification. Any time spent outside a classification in excess of a qualifying period will result in a new classification seniority date upon the Ambassador's return to the classification, unless the return to a previously-held classification is at the direction of the Authority based solely on Authority business or operational needs.
- c. Introductory Ambassadors have no seniority rights. At the successful conclusion of the introductory period, the length of continuous employment will be recorded as the original date of hire.
- d. Ambassadors accrue seniority during all paid leave time.
- e. An Ambassador loses seniority under the following conditions:
  - (1) When they are separated from employment either voluntarily or involuntarily.
  - (2) When they are removed from a recall list.
- f. If two or more eligible Ambassadors have identical Classification Seniority levels, preference will be given to the Ambassador with greater Authority Seniority. If a tie still remains, preference will be given based on the last four (4) digits of the Ambassador's Social Security Number, with the smaller number being first.

Shift. An Ambassador's scheduled period of work.

Shift Change. A change that may affect starting and stopping times, scheduled days off, and/or work location of an Ambassador.

Shift Differential. The premium authorized to be paid to an Ambassador above their regular straight-time hourly rate of pay for working a regularly scheduled shift other than a day shift. Shift differential will be paid on PTO and holidays but will not be paid on buy out at the time of separation from the Authority.

Standby. Time in which an Ambassador is required by the department head or designee to be available by telephone or required to carry a radio or cellular phone and be within one-hour response capability so that they may immediately respond to any calls received.

Temporary. An Ambassador hired to work for a limited period to fill a vacancy until normal hiring practices and procedures can be completed or to supplement the regular work force, even though no authorized position vacancy exists, and not to exceed 1,040 hours per fiscal year.

**APPENDIX B**

**LAS VEGAS CONVENTION AND VISITORS AUTHORITY  
SALARY RANGES FOR ALL BARGAINING AMBASSADORS**

**EFFECTIVE JULY 9, 2023**  
**Includes PERS - 1.875%**

**Annual  
Bi-  
Weekly  
Hourly  
Overtime  
Holiday**

	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
<b>9</b>	35,422.40	36,795.20	38,292.80	39,915.20	41,454.40	43,076.80	44,907.20	46,716.80	48,484.80	50,336.00	52,499.20
	1,362.40	1,415.20	1,472.80	1,535.20	1,594.40	1,656.80	1,727.20	1,796.80	1,864.80	1,936.00	2,019.20
	<b>17.03</b>	<b>17.69</b>	<b>18.41</b>	<b>19.19</b>	<b>19.93</b>	<b>20.71</b>	<b>21.59</b>	<b>22.46</b>	<b>23.31</b>	<b>24.20</b>	<b>25.24</b>
	25.55	26.54	27.62	28.79	29.90	31.07	32.39	33.69	34.97	36.30	37.86
	42.58	44.23	46.03	47.98	49.83	51.78	53.98	56.15	58.28	60.50	63.10
<b>10</b>	36,795.20	38,292.80	39,915.20	41,454.40	43,076.80	44,907.20	46,716.80	48,484.80	50,336.00	52,499.20	54,516.80
	1,415.20	1,472.80	1,535.20	1,594.40	1,656.80	1,727.20	1,796.80	1,864.80	1,936.00	2,019.20	2,096.80
	<b>17.69</b>	<b>18.41</b>	<b>19.19</b>	<b>19.93</b>	<b>20.71</b>	<b>21.59</b>	<b>22.46</b>	<b>23.31</b>	<b>24.20</b>	<b>25.24</b>	<b>26.21</b>
	26.54	27.62	28.79	29.90	31.07	32.39	33.69	34.97	36.30	37.86	39.32
	44.23	46.03	47.98	49.83	51.78	53.98	56.15	58.28	60.50	63.10	65.53
<b>11</b>	38,292.80	39,915.20	41,454.40	43,076.80	44,907.20	46,716.80	48,484.80	50,336.00	52,499.20	54,516.80	56,763.20
	1,472.80	1,535.20	1,594.40	1,656.80	1,727.20	1,796.80	1,864.80	1,936.00	2,019.20	2,096.80	2,183.20
	<b>18.41</b>	<b>19.19</b>	<b>19.93</b>	<b>20.71</b>	<b>21.59</b>	<b>22.46</b>	<b>23.31</b>	<b>24.20</b>	<b>25.24</b>	<b>26.21</b>	<b>27.29</b>
	27.62	28.79	29.90	31.07	32.39	33.69	34.97	36.30	37.86	39.32	40.94
	46.03	47.98	49.83	51.78	53.98	56.15	58.28	60.50	63.10	65.53	68.23
<b>12</b>	39,915.20	41,454.40	43,076.80	44,907.20	46,716.80	48,484.80	50,336.00	52,499.20	54,516.80	56,763.20	58,988.80
	1,535.20	1,594.40	1,656.80	1,727.20	1,796.80	1,864.80	1,936.00	2,019.20	2,096.80	2,183.20	2,268.80
	<b>19.19</b>	<b>19.93</b>	<b>20.71</b>	<b>21.59</b>	<b>22.46</b>	<b>23.31</b>	<b>24.20</b>	<b>25.24</b>	<b>26.21</b>	<b>27.29</b>	<b>28.36</b>
	28.79	29.90	31.07	32.39	33.69	34.97	36.30	37.86	39.32	40.94	42.54
	47.98	49.83	51.78	53.98	56.15	58.28	60.50	63.10	65.53	68.23	70.90
<b>13</b>	41,454.40	43,076.80	44,907.20	46,716.80	48,484.80	50,336.00	52,499.20	54,516.80	56,763.20	58,988.80	61,256.00
	1,594.40	1,656.80	1,727.20	1,796.80	1,864.80	1,936.00	2,019.20	2,096.80	2,183.20	2,268.80	2,356.00
	<b>19.93</b>	<b>20.71</b>	<b>21.59</b>	<b>22.46</b>	<b>23.31</b>	<b>24.20</b>	<b>25.24</b>	<b>26.21</b>	<b>27.29</b>	<b>28.36</b>	<b>29.45</b>
	29.90	31.07	32.39	33.69	34.97	36.30	37.86	39.32	40.94	42.54	44.18
	49.83	51.78	53.98	56.15	58.28	60.50	63.10	65.53	68.23	70.90	73.63
<b>14</b>	43,076.80	44,907.20	46,716.80	48,484.80	50,336.00	52,499.20	54,516.80	56,763.20	58,988.80	61,256.00	63,793.60
	1,656.80	1,727.20	1,796.80	1,864.80	1,936.00	2,019.20	2,096.80	2,183.20	2,268.80	2,356.00	2,453.60
	<b>20.71</b>	<b>21.59</b>	<b>22.46</b>	<b>23.31</b>	<b>24.20</b>	<b>25.24</b>	<b>26.21</b>	<b>27.29</b>	<b>28.36</b>	<b>29.45</b>	<b>30.67</b>
	31.07	32.39	33.69	34.97	36.30	37.86	39.32	40.94	42.54	44.18	46.01
	51.78	53.98	56.15	58.28	60.50	63.10	65.53	68.23	70.90	73.63	76.68
<b>15</b>	44,907.20	46,716.80	48,484.80	50,336.00	52,499.20	54,516.80	56,763.20	58,988.80	61,256.00	63,793.60	66,497.60
	1,727.20	1,796.80	1,864.80	1,936.00	2,019.20	2,096.80	2,183.20	2,268.80	2,356.00	2,453.60	2,557.60
	<b>21.59</b>	<b>22.46</b>	<b>23.31</b>	<b>24.20</b>	<b>25.24</b>	<b>26.21</b>	<b>27.29</b>	<b>28.36</b>	<b>29.45</b>	<b>30.67</b>	<b>31.97</b>
	32.39	33.69	34.97	36.30	37.86	39.32	40.94	42.54	44.18	46.01	47.96
	53.98	56.15	58.28	60.50	63.10	65.53	68.23	70.90	73.63	76.68	79.93
<b>16</b>	46,716.80	48,484.80	50,336.00	52,499.20	54,516.80	56,763.20	58,988.80	61,256.00	63,793.60	66,497.60	69,035.20
	1,796.80	1,864.80	1,936.00	2,019.20	2,096.80	2,183.20	2,268.80	2,356.00	2,453.60	2,557.60	2,655.20
	<b>22.46</b>	<b>23.31</b>	<b>24.20</b>	<b>25.24</b>	<b>26.21</b>	<b>27.29</b>	<b>28.36</b>	<b>29.45</b>	<b>30.67</b>	<b>31.97</b>	<b>33.19</b>
	33.69	34.97	36.30	37.86	39.32	40.94	42.54	44.18	46.01	47.96	49.79
	56.15	58.28	60.50	63.10	65.53	68.23	70.90	73.63	76.68	79.93	82.98
<b>17</b>	49,004.80	50,856.00	53,040.00	55,078.40	57,345.60	59,592.00	61,880.00	64,459.20	67,184.00	69,742.40	72,404.80
	1,884.80	1,956.00	2,040.00	2,118.40	2,205.60	2,292.00	2,380.00	2,479.20	2,584.00	2,682.40	2,784.80
	<b>23.56</b>	<b>24.45</b>	<b>25.50</b>	<b>26.48</b>	<b>27.57</b>	<b>28.65</b>	<b>29.75</b>	<b>30.99</b>	<b>32.30</b>	<b>33.53</b>	<b>34.81</b>
	35.34	36.68	38.25	39.72	41.36	42.98	44.63	46.49	48.45	50.30	52.22
	58.90	61.13	63.75	66.20	68.93	71.63	74.38	77.48	80.75	83.83	87.03
<b>18</b>	50,336.00	52,499.20	54,516.80	56,763.20	58,988.80	61,256.00	63,793.60	66,497.60	69,035.20	71,656.00	74,588.80
	1,936.00	2,019.20	2,096.80	2,183.20	2,268.80	2,356.00	2,453.60	2,557.60	2,655.20	2,756.00	2,868.80
	<b>24.20</b>	<b>25.24</b>	<b>26.21</b>	<b>27.29</b>	<b>28.36</b>	<b>29.45</b>	<b>30.67</b>	<b>31.97</b>	<b>33.19</b>	<b>34.45</b>	<b>35.86</b>
	36.30	37.86	39.32	40.94	42.54	44.18	46.01	47.96	49.79	51.68	53.79
	60.50	63.10	65.53	68.23	70.90	73.63	76.68	79.93	82.98	86.13	89.65

	52,499.20	54,516.80	56,763.20	58,988.80	61,256.00	63,793.60	66,497.60	69,035.20	71,656.00	74,588.80	77,604.80
	2,019.20	2,096.80	2,183.20	2,268.80	2,356.00	2,453.60	2,557.60	2,655.20	2,756.00	2,868.80	2,984.80
<b>19</b>	<b>25.24</b>	<b>26.21</b>	<b>27.29</b>	<b>28.36</b>	<b>29.45</b>	<b>30.67</b>	<b>31.97</b>	<b>33.19</b>	<b>34.45</b>	<b>35.86</b>	<b>37.31</b>
	37.86	39.32	40.94	42.54	44.18	46.01	47.96	49.79	51.68	53.79	55.97
	63.10	65.53	68.23	70.90	73.63	76.68	79.93	82.98	86.13	89.65	93.28
	54,516.80	56,763.20	58,988.80	61,256.00	63,793.60	66,497.60	69,035.20	71,656.00	74,588.80	77,604.80	80,808.00
	2,096.80	2,183.20	2,268.80	2,356.00	2,453.60	2,557.60	2,655.20	2,756.00	2,868.80	2,984.80	3,108.00
<b>20</b>	<b>26.21</b>	<b>27.29</b>	<b>28.36</b>	<b>29.45</b>	<b>30.67</b>	<b>31.97</b>	<b>33.19</b>	<b>34.45</b>	<b>35.86</b>	<b>37.31</b>	<b>38.85</b>
	39.32	40.94	42.54	44.18	46.01	47.96	49.79	51.68	53.79	55.97	58.28
	65.53	68.23	70.90	73.63	76.68	79.93	82.98	86.13	89.65	93.28	97.13
	56,763.20	58,988.80	61,256.00	63,793.60	66,497.60	69,035.20	71,656.00	74,588.80	77,604.80	80,808.00	83,969.60
	2,183.20	2,268.80	2,356.00	2,453.60	2,557.60	2,655.20	2,756.00	2,868.80	2,984.80	3,108.00	3,229.60
<b>21</b>	<b>27.29</b>	<b>28.36</b>	<b>29.45</b>	<b>30.67</b>	<b>31.97</b>	<b>33.19</b>	<b>34.45</b>	<b>35.86</b>	<b>37.31</b>	<b>38.85</b>	<b>40.37</b>
	40.94	42.54	44.18	46.01	47.96	49.79	51.68	53.79	55.97	58.28	60.56
	68.23	70.90	73.63	76.68	79.93	82.98	86.13	89.65	93.28	97.13	100.93
	58,988.80	61,256.00	63,793.60	66,497.60	69,035.20	71,656.00	74,588.80	77,604.80	80,808.00	83,969.60	87,339.20
	2,268.80	2,356.00	2,453.60	2,557.60	2,655.20	2,756.00	2,868.80	2,984.80	3,108.00	3,229.60	3,359.20
<b>22</b>	<b>28.36</b>	<b>29.45</b>	<b>30.67</b>	<b>31.97</b>	<b>33.19</b>	<b>34.45</b>	<b>35.86</b>	<b>37.31</b>	<b>38.85</b>	<b>40.37</b>	<b>41.99</b>
	42.54	44.18	46.01	47.96	49.79	51.68	53.79	55.97	58.28	60.56	62.99
	70.90	73.63	76.68	79.93	82.98	86.13	89.65	93.28	97.13	100.93	104.98
	61,256.00	63,793.60	66,497.60	69,035.20	71,656.00	74,588.80	77,604.80	80,808.00	83,969.60	87,339.20	90,792.00
	2,356.00	2,453.60	2,557.60	2,655.20	2,756.00	2,868.80	2,984.80	3,108.00	3,229.60	3,359.20	3,492.00
<b>23</b>	<b>29.45</b>	<b>30.67</b>	<b>31.97</b>	<b>33.19</b>	<b>34.45</b>	<b>35.86</b>	<b>37.31</b>	<b>38.85</b>	<b>40.37</b>	<b>41.99</b>	<b>43.65</b>
	44.18	46.01	47.96	49.79	51.68	53.79	55.97	58.28	60.56	62.99	65.48
	73.63	76.68	79.93	82.98	86.13	89.65	93.28	97.13	100.93	104.98	109.13
	63,793.60	66,497.60	69,035.20	71,656.00	74,588.80	77,604.80	80,808.00	83,969.60	87,339.20	90,792.00	94,494.40
	2,453.60	2,557.60	2,655.20	2,756.00	2,868.80	2,984.80	3,108.00	3,229.60	3,359.20	3,492.00	3,634.40
<b>24</b>	<b>30.67</b>	<b>31.97</b>	<b>33.19</b>	<b>34.45</b>	<b>35.86</b>	<b>37.31</b>	<b>38.85</b>	<b>40.37</b>	<b>41.99</b>	<b>43.65</b>	<b>45.43</b>
	46.01	47.96	49.79	51.68	53.79	55.97	58.28	60.56	62.99	65.48	68.15
	76.68	79.93	82.98	86.13	89.65	93.28	97.13	100.93	104.98	109.13	113.58
	66,497.60	69,035.20	71,656.00	74,588.80	77,604.80	80,808.00	83,969.60	87,339.20	90,792.00	94,494.40	98,321.60
	2,557.60	2,655.20	2,756.00	2,868.80	2,984.80	3,108.00	3,229.60	3,359.20	3,492.00	3,634.40	3,781.60
<b>25</b>	<b>31.97</b>	<b>33.19</b>	<b>34.45</b>	<b>35.86</b>	<b>37.31</b>	<b>38.85</b>	<b>40.37</b>	<b>41.99</b>	<b>43.65</b>	<b>45.43</b>	<b>47.27</b>
	47.96	49.79	51.68	53.79	55.97	58.28	60.56	62.99	65.48	68.15	70.91
	79.93	82.98	86.13	89.65	93.28	97.13	100.93	104.98	109.13	113.58	118.18

LVCVA/SEIU Local 1107  
COLLECTIVE BARGAINING AGREEMENT  
Supervisory Ambassador Unit  
July 1, 2023, to June 30, 2028

**SIGNATURES**

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Grace Vergara-Mactal  
Executive Director  
Service Employees  
International Union, Local 1107

---

Steve Hill  
Chief Executive Officer/President  
Las Vegas Convention &  
Visitors Authority

---

Ed Finger  
LVCVA Chief Negotiator  
Chief Financial Officer  
Las Vegas Convention &  
Visitors Authority

LVCVA/SEIU Local 1107  
**COLLECTIVE BARGAINING AGREEMENT**  
Ambassador Unit  
July 1, 2023, to June 30, 2028

**SIGNATURES**

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Grace Vergara-Mactal  
Executive Director  
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International Union, Local 1107

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Steve Hill  
Chief Executive Officer/President  
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Visitors Authority

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Chief Financial Officer  
Las Vegas Convention &  
Visitors Authority



C	OLLECTIVE
B	ARGAINING
A	GREEMENT

July 1, 2018~~23~~ - June 30, 2023~~8~~

~~Revised on November May 8~~19~~, 2022~~

SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1107





## Appendices

Appendix A LVCVA Bargaining Unit Classifications – ~~Employees~~Ambassadors

                     LVCVA Bargaining Unit Classifications – Supervisors ~~ys~~ Ambassadors

Appendix B July ~~91~~, ~~2018-2023~~ – June 30, 20~~24~~19

~~Appendix C July 14, 2019 – June 30, 2020~~

~~Appendix D July 12, 2020 – June 30, 2021~~

~~Appendix E July 10, 2022 – June 30, 2023~~

## Signature Pages

Appendix A  
LVCVA Bargaining Unit Classifications

**EMPLOYEES/AMBASSADORS**

Revised on November 8, 2022

Effective July 9, 2023

<b>Title</b>	<b>Grade</b>
A/V Technician .....	20
Accounting Specialist .....	16
Accounting Technician .....	20
Building Engineer .....	<del>20</del> <u>21</u>
<del>Business Services Specialist .....</del>	<del>16</del>
Canine Officer .....	20
Custodian .....	9
Database Marketing Coordinator.....	16
Electrician .....	<del>20</del> <u>21</u>
Exterior Engineer .....	<del>20</del> <u>21</u>
Facility Support Technician.....	20
Fire Prevention Coordinator .....	25
Fire Prevention Technician .....	22
Graphics Technician .....	20
Groundskeeper.....	17
Guest Experience Specialist .....	15
HVAC Technician .....	<del>20</del> <u>21</u>
Kitchen Technician.....	<del>20</del> <u>21</u>
Laborer .....	14
Lead Accounting Technician .....	22
Lead Custodian .....	11
Lead Groundskeeper.....	19
Lead Service Worker .....	16
Lead Services Support Technician .....	18
Life Systems Coordinator .....	25
Mechanic .....	20
Mechanic-Welder .....	<del>20</del> <u>21</u>
Perimeter Security Officer .....	9
Photographer.....	18
Plumber.....	<del>20</del> <u>21</u>
Purchasing Assistant .....	18
Secretary .....	16
Security Dispatcher .....	<del>15</del> <u>16</u>
Security Officer .....	17
Service Worker .....	14

Services Clerk .....	12
Services Support Technician .....	16
<del>Visitor Information Clerk .....</del>	<del>13</del>

## Appendix A

### LVCVA Bargaining Unit Classifications

### ~~SUPERVISOR~~ SY AMBASSADORS

<b>Title</b>	<b>Grade</b>
A/V Supervisor.....	25
Building Engineer Supervisor .....	25
Engineering Assistant Supervisor .....	22
Engineering Maintenance Supervisor .....	25
Exterior Engineer Supervisor .....	25
Facility Support Supervisor .....	25
Graphics Supervisor.....	25
Grounds Supervisor.....	22
Perimeter Security Supervisor .....	20
Electrician Supervisor .....	25
HVAC Supervisor.....	25
Mechanic-Welder Supervisor .....	25
Plumber Supervisor .....	25
Security Sergeant .....	22
Services Supervisor.....	22

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# Article 1

## Agreement

### 1.1 – Term of Agreement

- a. This Agreement is made and entered into this ~~30th~~ day of June ~~2018-2023~~, by and between the Service Employees International Union/SEIU Local 1107, hereinafter referred to as the "Union" and the Las Vegas Convention and Visitors Authority, hereinafter referred to as the "Authority."
- b. This Agreement will be effective July 1, ~~2018~~ 2023, and will remain in effect until June 30, ~~2023~~ 2028. No changes, amendments, modifications, or termination of this agreement shall be made unless mutually agreed upon by the parties, ~~after providing timely notice of intent and~~ pursuant to the provisions of Chapter 288 of the Nevada Revised Statutes (NRS). The terms and provisions of this agreement shall remain in full force and effect until a successor agreement can be reached.

### 1.2 – Joint Meetings and Cooperation

- a. In order for the Union and the Authority to maintain close liaison with each other to provide mutual attention to the administration and application of this Agreement, the parties agree to meet, if requested by either party, and to have those persons in attendance who are responsible for the matters set forth herein.
- b. This article does not preclude informal discussion between the parties of any matter which is not subject to negotiation or contract. Any such informal discussion is exempt from all requirements of notice or time schedule.

~~b-c.~~ The Union and the Authority agree that favoritism is not to be used in the application of this contract or in the dealings with the ~~employees~~ Ambassadors of the Authority.

### 1.3 – General Savings

- a. If any provision of this Agreement or any application of the Agreement to any person or persons covered herein be found contrary to federal law or the NRS, the provision or application will be deemed invalid except to the extent permitted by law, but all other provisions of this Agreement will continue in full force and effect.
- b. If there is any change in federal law or the NRS that would invalidate ~~or supplement~~ any provision of this Agreement which is within the scope of mandatory bargaining contained in NRS 288.150, excluding changes in Chapter 288 of the NRS, the parties will meet to negotiate ~~any possible~~ changes in the Agreement relative to the affected provisions only.
- c. In the event Chapter 288 of the NRS is amended, the Authority and the Union, through a committee of not more than 5 representatives each, will meet within 30 days of such passage to informally discuss the ramifications, if any, on this

Agreement.

d. ~~The Authority and the Union acknowledge their individual responsibilities under federal, state and local laws, and agree it is unnecessary to individually detail such responsibilities in this Agreement. It is intended by the provisions of this Agreement that there be no abrogation of the duties, obligations, or responsibilities of the Authority expressly provided for by federal law, state statutes, and local ordinances, except as expressly limited herein.~~

#### 1.4 – Intent

- a. It is the purpose of this Agreement to: (1) promote and provide a responsible labor relations policy between the Authority and ~~employees-Ambassadors~~ covered herein, (2) secure an orderly and equitable disposition of grievances which may arise under the Agreement, and (3) set forth the full and entire understanding of the parties reached as a result of good faith negotiations regarding the wages and other specified conditions of employment of ~~employees- Ambassadors~~ covered by this Agreement.
- b. The parties recognize and agree that (1) the tourism and convention business is vital to the economy of Southern Nevada and is the primary mission of both the Authority and the Union and (2) any direct communication to tourists and conventioners that there is labor unrest or instability could be disruptive to our economy.

#### 1.5 – Attempts to Influence

In recognition of Section 1.4, the parties agree:

- a. That attempts to influence the collective bargaining process will only be directed toward the ~~employees-Ambassadors~~ of the Authority and their Union affiliates, Authority management, and the ~~indigenous- resident~~ population within the State of Nevada.
- b. The Union agrees to provide the Authority a listing of its affiliations and update the list when changes occur.
- c. The parties pledge to not attempt to appeal to tourists or conventioners to influence the collective bargaining agreement, the collective bargaining process, or anything within the jurisdiction of Chapter 288 of the NRS.

#### 1.6 – Informational Picketing

- a. Prior to conducting any informational picketing or rallies, the Union and the Authority will meet within 2 days of the Union's notification to the Authority to discuss the time, place, and reasons. Informational pickets or rallies will not take place any earlier than 5 working days after the meeting.
- b. Informational picketing or rallies will be restricted from the following locations:

1. The sidewalk or public right-of-way adjacent to any facilities whose primary function is tourism or conventions;
2. Any public sidewalk or street which is generally traveled by a tourist or conventioner (i.e., Paradise Road, Las Vegas Boulevard, Sahara Avenue, Flamingo Road, Tropicana Boulevard, or Fremont Street);
3. The facilities operated by the Authority.

### 1.7 – No Strike/No Lock-Out

- a. The Union agrees not to strike, nor to endorse, support, assist, or encourage in any way any individual ~~employee Ambassador~~ or group of ~~employees Ambassadors~~ to participate in any strike.
- b. The Authority agrees not to lock out ~~employees Ambassadors~~ under any circumstances.

### 1.8 Discrimination Prohibited

Neither the Authority nor the Union will discriminate against any ~~employee Ambassador~~ covered by this Agreement in a manner which would violate the NRS, Chapter 613.330.

### 1.9 Union Membership or Activity

Neither the Authority nor the Union will interfere with the right of ~~employees Ambassadors~~ covered by this Agreement to become or not become members of the Union, and there will be no discrimination against any such ~~employees Ambassadors~~ because of lawful Union membership or non-membership activity or status.

### ~~1.10 – Cooperation~~

- ~~a. Core Values. The Union and the Authority agree to conduct discussion regarding the contract and pledge communication to their respective members to be in agreement with these core values: loyalty, trust, excellence, respect, integrity.~~
- ~~b. Favoritism. The Union and the Authority agree that favoritism is not to be used in the application of this contract or in the dealings between all the employees of the Authority.~~



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## Article 2 RECOGNITION

### 2.1 – Collective Bargaining Recognition

- a. The Authority hereby recognizes the Union as the sole and exclusive collective bargaining representative of Authority ~~employees~~ Ambassadors assigned to the classifications listed in Appendix A who are eligible to be represented by the Union except as limited by Section 2.2 of this article. Any proposed additions or deletions to these classifications will be furnished to the Union for review and comment prior to any formal action by the Authority. Both parties recognize that the Union retains its right to appeal under the provisions of NRS 288.170.
- b. As described herein, this contract covers 2 bargaining units, which were established pursuant to the procedures as contained in NRS 288. For simplicity purposes only, the parties have combined all contract terms applicable to each bargaining unit under this one agreement. Nevertheless, it is the express intention of both parties that each bargaining unit will be deemed to have its own collective bargaining agreement with the relevant terms separately applicable to each. Thus, each article contained herein will have its appropriate and separate application as to the non-supervisory unit and/or as to the supervisory unit.

### 2.2 – ~~Employees~~ Ambassadors Excluded from the Bargaining Unit

- a. Authority ~~employees~~ Ambassadors who are excluded from the bargaining unit are as follows:
  1. Those ~~employees~~ Ambassadors certified to another bargaining unit or as required under the provisions of Chapter 288 of the NRS
  2. Administrative employees
  3. Confidential employees Ambassadors
  4. Temporary ~~employees~~ Ambassadors
  5. Part-time ~~employees~~ Ambassadors
  6. Volunteers
  7. Intermittent ~~employees~~ Ambassadors
- b. The Authority will not utilize a series of temporary and/or intermittent ~~employees~~ Ambassadors in essentially the same position in order to avoid a position's placement in the bargaining unit.

### 2.3 – New Hires

Newly hired ~~employees~~ Ambassadors who have not completed their introductory period are not excluded from the bargaining unit.

#### 2.4 – Member Information

- a. The Authority will provide quarterly to the Union the names, dates of hire, wage rates, classifications, departments, addresses, and phone numbers of all members of the bargaining unit, including each new hire who is known to be eligible for inclusion in the unit. All information will be provided in an electronic format mutually agreeable to each of the parties.
- b. The Authority will allow the Union 30 minutes to present information at each new hire orientation, and only ~~Human Resources~~ People and Culture staff will be present.
- c. Errors or omissions will not constitute a violation of this Agreement for any purpose.
- d. All information is furnished for the exclusive use of the Union and will not be used for any other purpose or be given to any other person or organization without the express written approval of the ~~employee~~ Ambassador involved.

## Article 3 MANAGEMENT RIGHTS

### 3.1 – Intent

All rights and responsibilities of the Authority granted by applicable federal, state, or local laws, regulations, or ordinances which are not specifically modified by this Agreement will remain the exclusive management rights of the Authority.

### 3.2 – Sole Authority

The Authority is entitled, without negotiation, to the sole right and authority to operate and direct the affairs of the Authority in all its various aspects. Those rights include, but are not limited to, the following:

- a. Hire, direct, assign, train, transfer, coach, take disciplinary action against, suspend, or terminate any ~~employee~~ Ambassador, except as otherwise contained in this contract, but excluding the right to assign or transfer an ~~employee~~ Ambassador as a form of discipline.
- b. Reduce in force ~~or lay off~~ any ~~employee~~ Ambassador because of lack of work or lack of money, subject to the provisions of the NRS and this Agreement.
- c. Determine the number of positions, classifications, and departments to be affected by a ~~layoff~~ reduction in force.
- d. Determine appropriate staffing levels and work performance standards within safety considerations.
- e. Determine the content of the workday including, without limitation, work load factors within safety considerations.
- f. Determine the quality and quantity of services to be offered to the public and the means and methods of offering those services.
- g. Extend, limit, curtail, or contract out its operations.
- h. The processes, services, and materials to be purchased, contracted and subcontracted. Subcontracted shall not apply to the subcontracting out of work covered by this Agreement.
- i. Take whatever actions may be necessary to carry out its responsibilities in situations of emergency, such as a riot, military action, natural disaster, civil disorder, or terrorist action.

### 3.3 – Negotiation of Non-Mandatory Subjects

The Union acknowledges that with respect to any non-mandatory subjects of bargaining, as defined in NRS 288.150, which are included in this Agreement, the Authority is not waiving or in any way limiting its rights under NRS 288.150 to refuse to bargain over non-mandatory subjects during these or in future negotiations of this

Agreement.

#### 3.4 – Temporary Replacements

The Authority, in its sole discretion, may call in a part-time ~~employee~~ Ambassador to replace an absent ~~employee~~ Ambassador or temporarily re-assign a full-time ~~employee~~ Ambassador to replace the absent ~~employee~~ Ambassador, and will not be subject to the provisions of Article 20 of this Agreement.

#### 3.5 – Uniforms

The Authority reserves the right to determine the ~~employees~~ Ambassadors who are required to wear uniforms and safety shoes and to designate the style and color of the uniform to be worn. The Authority will provide said uniforms at no cost to the ~~employee~~ Ambassador.

#### 3.6 – Safety Rules

The Authority reserves the right to adopt reasonable safety rules in accordance with OSHA regulations. The Authority will have the right to impose appropriate discipline for the violation of such rules.

## Article 4 UNION RIGHTS

### 4.1 – Union Membership

The Authority and the Union agree that ~~employees~~ Ambassadors eligible for membership in the Union will be protected in the exercise of their right, freely and without fear of penalty and reprisal, to form, join, and participate in authorized and legal Union functions. The freedom of such ~~employees~~ Ambassadors to assist the Union will be recognized as extending to participation in the management of the Union in the capacity of a Union officer or representative.

### 4.2 – Union Representatives

Union representatives will be designated by the Union. The number of representatives allowable will be determined in the following manner:

- a. The Union may designate stewards to perform normal Union representative duties as defined in this Agreement.
- b. While the Union is free to choose its representation from ~~employees~~ Ambassadors, it agrees that the number of representatives from any one department, division, work area, shift or location will not unreasonably hinder effective working relationships or productivity and services.
- c. The Union will notify the Authority, in writing, of the names of the representatives and their respective jurisdictional area, within 30 calendar days of the effective date of any such designation. The jurisdiction of the stewards will be within the sole discretion of the Union, without interference from the Authority, consistent with Section 4.2.b. of this article.
- d. If a Chief Steward is regularly scheduled to be off other than Saturday and Sunday, ~~his/her~~ their shift will be changed, at ~~his/her~~ their option, for the duration of ~~his/her~~ their term to Saturday and Sunday off without loss of pay or benefits. If the change in schedule unduly affects another ~~employee~~ Ambassador, the Authority and the Union will meet to discuss and resolve the issue.

### 4.3 – Release From Duty for Union Business

- a. All representatives will notify and request approval for release from duty from their immediate supervisors through the appropriate leave form prior to the release each time they need to conduct Union business. Such leave will occur in increments of 15 minutes or greater.
- b. Representatives will be relieved of duty unless operational demands prohibit granting the request.
- c. Use of representative time will not be abused by the ~~employee~~ Ambassador and use of said time will not be unreasonably withheld by the immediate

supervisor.

- d. An alternate Union representative may serve in the absence of the respective representative who is on authorized leave or is otherwise unavailable.

#### 4.4 – Union Business During Work Hours

- a. Union business conducted by ~~employee-Ambassador~~ and non-~~employee-Ambassador~~ representatives must be conducted during employee work breaks or lunch periods.
- b. Union business, such as organizing, must not interfere with ~~employee-Ambassador~~ duties.
- c. All representatives must notify and obtain permission from supervision of the ~~employee's-Ambassador's~~ department before entering the work area during working hours.

#### 4.5 - Union Bank Hours

- a. For each separate fiscal year covered by the term of this Agreement, the Union will be allocated a total of 500 Union bank hours per bargaining unit for designated Union members to (1) attend monthly steward meetings, conferences, legislative sessions, or conventions and (2) represent ~~employees-Ambassadors~~ at any step of the grievance procedure, discipline, demotion, suspension, or termination proceeding/hearing. Employee Management Relations Committee ("EMRC") meetings are not considered union business, and bargaining-unit members who attend these meetings will not be required to clock out unless overtime will be accrued. Overtime will not be paid for such meetings. If a representational matter is *de minimis*, e.g., 30 minutes or less, utilization of Union bank hours is not required.
- b. Only one representative will be allowed for investigatory meetings.
- c. Each bargaining unit may transfer unused bank hours to the other bargaining unit.
- d. Per diem and/or cost of travel will not be provided by the Authority. Such Union leave will not be cumulative from fiscal year to fiscal year.
- e. The Authority will not be responsible for any industrial injury claims resulting from activities performed on behalf of the Union away from Authority work locations during normal duty hours.
- f. Union leave bank requests for investigation time will be approved by the Chief Steward.
- g. In addition, the Authority shall release up to one ~~employee-Ambassador~~ at any time to be considered on "Union Leave" for periods of not less than one month and up to six months. Union Leave will constitute a period where the ~~employee-Ambassador~~ stays in ~~straighttime~~straight-time paid status with benefits accruing and the Union

shall reimburse the employer for wages and all benefits. Union bank time is not included in overtime calculation.

#### 4.6 – Leave for Preparation for Negotiation of Successor Agreement

- a. Eight members of the Union negotiating committee will be granted release time from duty with ~~straight time~~ straight-time pay on the days negotiation sessions are held with the ~~A~~ authority for the purpose of negotiating the terms of this agreement.
- b. Release time will not amount to more than 8 hours per person, per negotiating session.
- c. Members will be assigned to a Monday through Friday flexible work week for the duration of negotiation sessions. Members regularly assigned to shifts other than the day shift will, throughout the course of negotiations, be rescheduled to the day shift.

#### 4.7 – Bulletin Boards

- a. The Authority will provide reasonable space for the installation of Union bulletin boards, located near ~~employee Ambassador~~ time clocks, to the Union for posting of materials related to Union business. The cost of the bulletin boards will be borne by the Union with LVCVA to bear the cost of installation. The installation shall be accomplished within 30 days of the Union providing the bulletin board.
- b. No material may be posted on bulletin boards at any time which ~~contain~~ contains the following:
  1. Personal attacks upon any other member or any other ~~employee Ambassador~~.
  2. Scandalous, scurrilous, or derogatory attacks upon the management.
  3. Scandalous, scurrilous, or derogatory attacks upon a candidate for a partisan political office.
- c. Any materials posted must be dated and initialed by a Steward prior to the posting by a Union representative, and a copy of all materials posted must be provided to the senior executive in ~~Human Resources~~ People and Culture at the time of posting.

#### 4.8 – ~~Employee Ambassador~~ Personnel File Photocopies

- a. The Authority agrees that each ~~employee Ambassador~~ and/or ~~his/her~~ their representative, upon receipt of a written release for each occurrence, will have the right to review and photocopy materials contained in ~~his/her~~ their personnel file or any other documents that are utilized in connection with any discipline undertaken, pursuant to the terms of this Agreement. It is understood that such files will be made available during normal business hours.
- b. The first 10 pages will be copied free of charge; thereafter, each page copied will cost \$1.00.



- c. The Authority will not use written documentation for disciplinary purposes unless the ~~employee~~ Ambassador has received a copy of it. Disputes concerning the validity of a given document will be processed, in accordance with Article 20.

#### 4.9 – SEIU Officers

- a. If the SEIU President is an ~~employee~~ Ambassador of the Authority, ~~he/she~~ they will be afforded leave without pay, not to exceed 20 hours per calendar week, to accomplish Union business. The scheduling of such leave will not be unreasonably withheld by the immediate supervisor and will not be abused by the ~~employee~~ Ambassador.
- b. If the SEIU President, Executive Vice President, Secretary, or Treasurer is an ~~employee~~ Ambassador of the Authority, ~~they~~ he/she will be afforded bank time of 416 bank hours to accomplish general Union business.
- c. No more than two SEIU Union officers at any one time will be afforded release time as provided for in this section.
- d. Leave may be utilized in increments of 1 to 8 hours at any one time.
- e. Three days' advance notice will be given so as to provide minimal disruptions.
- f. The Union officers will still be eligible for leave as provided for within other sections of this article (such as, but not limited to, Section 4.3 and Section 4.5). In such case, those hours needed would be deducted from the 416 total bank hours per fiscal year called for by this paragraph. The scheduling of such leave will not be unreasonably withheld by the immediate supervisor and will not be abused by the ~~employee~~ Ambassador.

#### 4.10 – ~~Employee~~ Ambassador Deductions

- a. The Authority will deduct monthly from the wages of ~~employees~~ Ambassadors who have signed dues authorization cards for the Union and forward to the proper officers of the Union any monies which the Union advises may be due it from such ~~employees~~ Ambassadors, provided an ~~employee~~ Ambassador has individually and voluntarily authorized such deductions to be made. The form of authorization will be approved by the Authority and the Union. It is understood that Union dues will be deducted after legally required deductions and/or insurance deductions have been taken.
- b. The Authority agrees not to honor any ~~check-off~~ check-off authorizations or dues deduction authorizations executed by any ~~employee~~ Ambassador in the bargaining unit in favor of any other labor organization or organization representing employees for purposes of negotiation for wages, hours, working conditions, and other fringe benefits for its members unless otherwise authorized by the Local Government Employee Management Relations Board.

- c. The Union agrees to indemnify, defend and hold the Authority harmless against any and all claims or suits that may arise out of or by reason of action taken by the Authority in reliance upon any authorization cards submitted by the Union to the Authority. The Union agrees to refund to the Authority any amounts paid to it in error on account of the payroll deduction provision upon presentation of proper evidence of error or mistake. If there are insufficient wages from which to deduct dues, the Authority will report this to the Union but will not be held responsible for the collection of past dues.
- d. Dues deduction authorization will be irrevocable for a period of one year and automatically renewed each year thereafter commencing October 1, except that authorization may be withdrawn by an ~~employee~~ Ambassador during the month of October of each year. If dues deduction authorization is not revoked during such period, it will continue until the following October. The above provision will appear on the membership application and dues deduction authorization card.
- e. The Union will certify to the Authority in writing the current rate of membership dues. The Union will notify the Authority of any change in the rate of membership dues 30 days prior to the effective date of such change.
- f. The Authority will not be required to honor any month's deduction on any authorization that is delivered to it later than 7 days prior to the beginning of the second pay period of the month.

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## **Article 5**

### **TRANSFER OF FACILITY**

#### 5.1 – Transfer or Sale of Facility

- a. During the term of this Agreement, if the Authority voluntarily decides to sell or transfer all or a part of the Authority's facilities, the Authority will notify the Union 120 days in advance, unless a shorter period of time is required by the legislature, of the prospective transfer and discuss with the Union the ramifications to Authority ~~employees-~~ Ambassadors represented by the Union of the prospective transfer.
- b. The Authority will also notify all prospective owners of the terms and conditions of this Agreement. In the event that the prospective purchaser or transferee intends to use the transferred or conveyed facility or part of any facility for similar uses as now exists, the Authority shall make as a condition of the transfer a requirement that the prospective owner be responsible for making adequate provisions to ~~insure-ensure~~ payment for accrued wages and all other accrued economic fringe benefits as of the date of transfer.

#### 5.2 – Facilities

- a. If the Authority should transfer all or a part of any of its facilities, all individual ~~employees-~~ Ambassadors will relocate to the Las Vegas Convention Center, or other applicable facility covered by this Agreement. The employer shall endeavor not to ~~lay-off~~ reduce in force any bargaining unit ~~employees-~~ Ambassadors as a result of any such transfer.
- b. Each relocated ~~employee-~~ Ambassador will be integrated based on shift bids. For purposes of this Article, a shift bid is defined as days off and hours of work in each department. Shift bids shall be by each entire affected classification.
- c. Department, for purposes of this Article, combines any of the Authority's work locations. In considering requests for shift bid, seniority in the classification will govern.
- d. An ~~employee's~~ Ambassador's classification may be changed as a result of facility integration.

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**Article 6**  
**ACROSS-THE-BOARD INCREASES**  
**MARKET WAGE ADJUSTMENTS**

~~Revised on June 14, 2022~~

6.1 – First Year of the Contract

Effective July ~~19, 2018-2023~~ (the first day of the first full pay period in July), all ~~employees- Ambassadors~~ will receive a ~~2.24.9%~~ across-the-board increase in base wage rates, ~~and a one-time \$250.00 lump sum payment. This lump sum payment shall not be added to the employee's base pay.~~ Simultaneously, all grades and steps will be increased ~~2.24.9%~~ to reflect the increase granted.

6.2 – Second Year of the Contract

~~The Authority and the Union shall negotiate the amount of this pay adjustment prior to July 1, 2024. Effective July 14, 2019 (the first day of the first pay period in July), all employees- Ambassadors will receive a 2.8% across-the-board increase in base wage rates. Simultaneously, all grades and steps will be increased 2.8% to reflect the increase granted.~~

6.3 – Third Year of the Contract

~~The Authority and the Union shall negotiate the amount of this pay adjustment prior to July 1, 2025. Effective July 12, 2020 (the first day of the first pay period in July), all employees- Ambassadors will receive a 2.8% across-the-board increase in base wage rates. Simultaneously, all grades and steps will be increased 2.8% to reflect the increase granted.~~

6.4 – Fourth Year of the Contract

~~The Authority and the Union shall negotiate the amount of this pay adjustment prior to July 1, 2026. There will be no across the board increase in base wage rates and no change in wage grades and steps.~~

6.5 – Fifth Year of the Contract

~~The Authority and the Union shall negotiate the amount of this pay adjustment prior to July 1, 2027. Effective on the later of July 10, 2022 (the first day of the first pay period of July), or the date of ratification of this revised Article 6.5, all employees- Ambassador will receive a 4% across-the-board increase in base wage rates, and a one-time \$2,250 lump sum payment. This lump sum payment shall not be added to the employees'- Ambassadors' base pay. Simultaneously, all grades and steps will increase by 4% to reflect the increase granted.~~

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## Article 7 STEP PROGRESSION

### 7.1 – Steps

LVCVA's pay scale for step-and-grade ~~employees- Ambassador~~ has been established at approximately 4% between steps. Due to rounding in calculations, this amount may sometimes be slightly higher or lower.

### 7.2 – Eligibility for Step Advancement

An ~~employee- Ambassador~~ will be eligible for consideration for a step advancement upon:

- a. successful completion of one year of service to receive the first step increase and
- b. promotion to a higher grade.

### 7.3 – Effective Date

Step advancements will be effective on the first day of the first pay period following the ~~employee's Ambassador's~~ anniversary date of employment and annually thereafter until the maximum step is reached in that class.

### 7.4 – Denial of Step Advancement

- a. In the event a step advancement is not granted, the ~~employee- Ambassador~~ affected will be informed in writing by the rating supervisor of the specific reason(s) for denial.
- b. Within 7 days of such notification, the ~~employee- Ambassador~~ may request a review before a Review Committee (which consists of (1) a Vice President from a division other than the ~~employee's Ambassador's~~, (2) the senior executive in-~~Human Resources People and Culture~~, (3) the Chief Steward, and (4) a steward or their designee by submitting a written request to the senior executive in-~~Human Resources People and Culture~~.
- c. The Review Committee will meet with the ~~employee- Ambassador~~ and hear the request for review within 2 weeks of receipt of the ~~employee's- Ambassador's~~ request.
- d. The Review Committee will either uphold the determination of the step advancement denial or advance the ~~employee- Ambassador~~ one step retroactive to the first day of the first pay period following the ~~employee's- Ambassador's~~ anniversary date.
- e. The decision of the Review Committee is final and binding on the parties to this Agreement.

### 7.5 – Performance Rating

- a. For the purpose of determining eligibility for step advancements, ~~employee-~~



Ambassadors must receive an achieves standards or above rating on his/her\_  
their last performance evaluation.

- b. Below standards performance will result in denial of step advancement.

#### 7.6 – Creditable Service

The following will not be considered as breaks in creditable service necessary to qualify for step advancements:

- a. Authorized military leave, provided that the ~~employee~~ Ambassador is reinstated within 30 days following honorable or general discharge from military service;
- b. Approved leave under the Family Medical Leave Act;
- c. Authorized leaves of absence without pay of 14 consecutive working days or less within any calendar year;
- d. Authorized leaves of absence with pay;
- e. Authorized Union leave.

#### 7.7 – Step Advancement Delay

When a step advancement is delayed solely through administrative delay or clerical error, or is miscalculated in error, the proper advancement will be made effective retroactive to the date it was due.

#### 7.8 – Step Advancement Retraction

When a step advancement is given in error, the erroneous increase in pay will be recovered from the ~~employee's~~ Ambassador's pay incrementally via the same number of pay periods that elapsed from the date the erroneous increase was posted to when it was discovered.

## Article 8 HOURS OF WORK

~~Revised on May 12, 2020~~

### 8.1 – Pyramiding of Pay

Nothing contained in this article will be interpreted as requiring a duplication or a pyramiding of holiday, call back, standby, daily or weekly overtime payments involving the same hours of labor.

### 8.2 – Regular Shift

All bargaining unit ~~employees- Ambassadors~~ will be assigned to a regular shift with defined starting and quitting times, days off, and primary work location.

### 8.3 – Temporary Transfers (Operational)

- a. Temporary transfers from primary work locations and shift changes within primary work locations may be made for periods of up to 3 months for operational reasons. If the temporary transfer will be more than 5 days in duration, the least senior ~~employee- Ambassador~~ will be transferred or have ~~his/her~~ their shift changed, provided that the least senior ~~employee- Ambassador~~ possesses the required knowledge, skills, and ability as determined by the manager to satisfactorily perform all the functions of the position; however, no ~~employee- Ambassador~~ will be temporarily assigned more than once in a 12-month period, unless all other ~~employees- Ambassadors~~ in the classification have been transferred.
- b. Exceptions and extensions to the above procedure may be made on a case-by-case basis as determined by the senior executive in ~~Human Resources People~~ and Culture.

### 8.4 – Workweek

- a. The normal workweek will consist of 4 or 5 days in the week, Sunday through Saturday, beginning and ending at midnight on Saturday.
- b. ~~Employees- Ambassadors~~ are required to work 8, 9, or 10 hours a day for a total of 80 hours ~~bi-weekly~~ bi-weekly.
- c. An ~~employee- Ambassador~~ will not be scheduled for 10 consecutive workdays without a break at the end of the 10<sup>th</sup> day unless there is an emergency and continued work is approved by the department head.
- d. ~~Employees- Ambassadors~~ will be scheduled 2 or 3 consecutive rest days each workweek depending on their schedules.

### 8.5 – Workday

- a. The normal workday will consist of 8, 9, or 10 consecutive hours of work with an unpaid 1/2-hour meal period (exception ~~those covered under 8.5.c~~ Security

~~personnel~~).

- b. ~~Employees- Ambassadors~~ are not permitted to clock in more than 7 minutes before their normal starting times or to clock out later than 7 minutes after their normal quitting times without prior approval of their supervisors. ~~Employees- Ambassadors~~ are not permitted to begin work until the actual start of their shifts.
- c. All ~~Employees- Ambassadors~~ are required to take a lunch or meal break, ~~unless required by the executive in charge of Customer Safety to provide a response during their meal period.~~ (Exception—Security personnel).
- d. ~~Employees- Ambassadors~~ will receive two 15-minute rest breaks, which are considered time worked. ~~Employees- Ambassadors~~ who work 10-hour shifts will receive three 15-minute rest breaks, which are considered time worked.
- e. The schedule of hours for ~~employees- Ambassadors~~ will be determined by the department or division to which they are assigned.
- f. ~~Employees- Ambassadors~~ will be informed two weeks in advance of ~~his/her- their~~ scheduled shift and hours of work; however, the Authority and the Union recognize that the needs of our customers may require shorter notice of changes in shifts or adjustments to work hours. The Authority may also give shorter notice of changes in shifts or adjustments to work hours based on unforeseen operational priorities or urgencies.

#### 8.6 - Overtime

- a. ~~Employees- Ambassadors~~ are expected to work overtime based on the needs of the Authority. Due consideration will be given to an ~~employee's Ambassador's~~ request to be excused from such work.
- ~~a.b.~~ ~~Employees- Ambassadors~~ required to work beyond the 8, 9, or 10 consecutive hours that are normally scheduled in a workday or beyond 40 hours that are normally scheduled in a workweek will be compensated overtime pay for each such hour worked at a rate of 1-1/2 times the ~~employee's Ambassador's~~ base hourly wage. Overtime pay will be added to the payroll for the period during which work is performed.
- ~~b.c.~~ Overtime pay will be made in only 1 of 2 categories: (1) compensatory time off ("comp time") or (2) overtime payment. The ~~employee- Ambassador~~ must by ~~his/her- their~~ own choosing, indicate how payment is to be made.
- ~~e.d.~~ Customer-paid special event work is offered to Customer Safety personnel on a voluntary basis. Any overtime accrued as a result of Customer Safety personnel voluntarily working a special event will ~~only~~ be paid as overtime or comp time payment. ~~Comp time payment will be subject to management approval, which will not be unreasonably withheld.~~
- ~~e.e.~~ All overtime must be approved and/or authorized in advance by the respective department head or designee.

e.f. Overtime work within a classification must first be offered to ~~employees~~ Ambassadors who are regularly assigned such a job and distributed equitably among them, providing they have the ability to perform the available work without training.

f.g. Scheduling of overtime shall be filled on a rotating seniority basis per shift, although in cases of unforeseen overtime, management may utilize ~~employees-~~ Ambassadors already on shift. The Authority shall maintain and post an overtime seniority list for each department per shift updated each pay period, unless unchanged from the prior pay period. The overtime seniority list shall include the names of ~~employees- Ambassadors~~ in each classification in descending classification seniority order and shall include a notation, per pay period, of those ~~employees- Ambassadors~~ who either accepted or declined the overtime work.

#### 8.7 – Comp Time

- a. Comp time may be accumulated to a maximum of 100 hours. Any comp time accumulated and not used as of June 30 of each fiscal year will automatically be paid to the ~~employee~~ Ambassador.
- b. All requests to use comp time must be submitted in accordance with the current PTO approval process.
- c. For the purpose of calculating overtime, comp time does not count towards overtime.

#### 8.8 – Call In/Call Back

- a. When required, the department head or designee may call back to duty one or more ~~employees~~ Ambassadors. Call back pay is defined as compensation earned for returning to ~~his/her- their~~ work site for duty after the ~~employee-~~ Ambassador has completed ~~his/her- their~~ shift, departed from the work site, and is off duty for a period of time and is requested to return to his/her their work site with less than 12 hours' notice. When an ~~employee- Ambassador~~ is called back, the ~~employee- Ambassador~~ will receive overtime pay for all hours worked on call back or will be compensated for a minimum of 2 hours at time and one-half hours pay, whichever is greater. Call back pay will only be paid for hours worked outside an ~~employee's Ambassador's~~ shift. An ~~employee's- Ambassador's~~ regularly scheduled shift will not be changed to accommodate a call back.
- b. In the event the call-in extends into ~~his/her- their~~ scheduled shift, ~~he/she- they~~ will receive 1-1/2 times only until the expiration of the 2-hour call-in guarantee.
- c. After the expiration of the 2-hour guarantee, ~~he/she- they~~ will be paid straight time until the end of ~~his/her- their~~ regularly scheduled shift.

#### 8.9 – Phone Contact

- a. When an off-duty ~~employee- Ambassador~~ is called for consultation via the telephone or any method and the ~~employee- Ambassador~~ assists the

Authority when they are on the phone, each call is considered time worked and is paid minute for minute.

- b. Minutes will be totaled per pay period and, if necessary, rounded up or down to the nearest quarter hour.

#### 8.10 – Standby

- a. Due to staff limitations, it may be necessary for a department head or designee to issue written assignments to ~~employees- Ambassadors~~ to be on standby to handle overtime work which may arise during other than normal working hours.
- b. Standby is defined as time in which an ~~employee- Ambassador~~ is required by the department head or designee to be available by telephone or required to carry a radio or cellular phone and be within one hour response capability so that ~~he/she they~~ may immediately respond to any calls received.
- c. In the event the ~~employee- Ambassador~~ cannot be contacted, standby pay will not apply.
- d. An ~~employee- Ambassador~~ will be compensated for standby time at the rate of 1/4-hour pay at ~~his/her their~~ regular hourly rate for each ~~1-hour~~ 1-hour period of standby time.
- e. ~~Employees- Ambassadors~~ on standby called to perform work will be compensated for actual hours worked and are not eligible for call-back pay.
- f. Standby pay will be added to the payroll for the period during which work is performed.
- g. Overtime and standby pay will not be paid more than once for the same hours worked. For purposes of this article, accumulated standby time will not qualify for holiday premium or overtime pay.

#### 8.11 – Shift Differential

- a. A shift differential of \$1.~~02~~0 per hour will be paid to ~~employees- Ambassadors~~ who work swing ~~and grave~~ shifts and \$1.80 per hour will be paid to Ambassadors who work grave shifts. Shift differential is paid when a shift begins within the hours listed for swing and grave. This amount will increase annually, rounded to the nearest penny per hour, beginning in 2024 by the percentage provided for in the Market Wage Adjustment in Article 6.
- b. A shift is defined as:
  - (1) Day: commencing 4 a.m. to 11:59 a.m.;
  - (2) Swing: commencing 12 p.m. to 7:59 p.m.;
  - (3) Grave: commencing 8 p.m. to 3:59 a.m.
- c. If management requests an ~~employee- Ambassador~~ to work outside the ~~employee's Ambassador's~~ bidded shift, the ~~employee- Ambassador~~ will still receive the shift differential ~~he/she they is are~~ entitled to based on ~~his/her their~~ - bidded shift.

## 8.12 – Acting Pay

- a. The decision to appoint an acting supervisor will be based on business needs as determined by management.
- b. Acting pay shall be paid when an ~~employee~~ Ambassador is expressly designated to temporarily fill a vacant supervisory position.
- c. Acting pay shall be paid when an ~~employee~~ Ambassador is expressly assigned to work in a supervisory capacity in the absence of the regularly assigned supervisor.
- d. Acting pay is the amount equal to a 6% salary increase.
- e. Acting pay will be paid for mandatory cross-training as designated by the supervisor. For the purpose of this section, mandatory cross-training does not include assisting in other classifications due to staffing shortages.
- f. The Authority will not attempt to circumvent this article by purposely working ~~employees~~ Ambassadors in such a manner that does not entitle them to acting pay.
- g. The Authority shall determine who is qualified to serve as acting supervisor in a given department. If an acting supervisor is designated, the Authority will post the name of the designated acting supervisor.

## 8.13 – Premium Pay for Certain ~~Customer Safety~~ Security Personnel

- a. The Authority will pay those Security Officers/~~Supervisors~~ Sergeants an additional ~~\$0.50~~ 4% of the Ambassador's base hourly rate ~~per hour~~ for time spent performing Field Training Officer (FTO), Certified Firearms Instructors, or Bicycle IPMBA Instructor duties.
- b. The Authority will pay Security Officers/~~Supervisors~~ Sergeants who serve as Authority Emergency Medical Technicians (EMTs) an additional ~~\$0.50~~ 4% of the Ambassador's base hourly rate per hour.
- c. The Authority will pay Plumbers who have a backflow certification an additional 4% of the Ambassador's base hourly rate per hour for time spent performing work requiring the certification, with supervisory approval.
- ~~e.d.~~ The Authority will pay Canine Officers an allowance equivalent to ~~one~~ ten (10) hours of overtime ~~pay, per working day~~ pay period, for the ~~at-home~~ care-, transportation and feeding of the LVCVA's security canines.

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## **Article 9**

### **FILLING OF VACANCIES**

#### 9.1 – Exclusive Right of Selection

The Union acknowledges that the Authority has the exclusive right of selection, which is not grievable in accordance with NRS 288.150, paragraph 3.

#### 9.2 – Three-Step Process

The Authority will use a three-step process in filling vacancies: (1) shift bids (~~employees~~ Ambassadors within the same classification, regardless of location), (2) lateral transfer or promotion, and (3) new hire.

#### 9.3 – Shift Bid

- a. Shift bid is defined as days off, hours of work, and primary work location ~~(i.e., Cashman or Convention Center).~~
- b. When management determines a vacancy in a bargaining unit position occurs that must be filled, a shift bid will be posted. A bid will be posted in the affected department for a period of 7 calendar days. All ~~employees~~ Ambassadors in the posted classification may submit their interest for the posted shift. Once the bid is closed, management will select the senior ~~employee~~ Ambassador in the posted classification who meets all criteria for the position.
- c. In considering requests for shift bid, seniority in the classification will govern, unless the senior ~~employee~~ Ambassador does not meet one or more of the following criteria:
  1. An overall “achieves” or above rating on ~~his/her~~ their last evaluation;
  2. Possession of the particular skill(s) of the position, if any, that the Authority has established through policy;
  3. Has not been suspended or demoted within the last 12 months.
  4. ~~Employees~~ Ambassadors will not be granted more than one shift bid within a 90-day period which is the result of filling the original vacancy.
- d. The foregoing criteria (1. through 4.) may be waived by the senior executive in ~~Human Resources~~ People and Culture.

#### 9.4 – Lateral Transfer or Promotion

- a. After shift bid considerations, the vacancy will be posted for a period of 7 calendar days, unless rescinded, for lateral transfer or promotional opportunity for qualified in-house ~~employees~~ Ambassadors. A copy of the posting will be sent electronically to the Union.
- b. If the vacancy is a hard-to-fill position, the vacancy may be announced as open to the general public during the same time posted for in-house applicants.



- c. All postings will be in areas which are readily available to all ~~employees~~ Ambassadors. The posting will include the minimum job requirements of the opening.
- d. The ~~Human Resources~~ People and Culture department will screen all requests for transfer/promotion and conduct written or skills tests, if any, based upon the minimum requirements as stated on the job description.
- e. The hiring authority, in consultation with ~~human resources~~ People and Culture, will make the hiring decision.
- f. ~~Employees~~ Ambassadors with live suspensions are not eligible for lateral transfers and/or promotions.

#### 9.5 – New Hire

If a vacancy is not filled by shift bid, lateral transfer, or promotion, the Authority will fill the position by new hire.

#### 9.6 – Initial Appointment

- a. Initial appointment to positions will be made at the entrance rate for the class, except as approved by the President or designee. Initial appointment for positions in Grade 9 will be made at Step 1, or above, as approved by the President or designee. On July 9, 2023, Ambassadors in a Grade 9, Step 0 position will be moved to Step 1 and will be eligible for movement to Step 2 on their next Anniversary Date.
- b. All new hires, not to include supervisory positions, will be subject to an introductory period of 6 months.
- c. All supervisory positions will be subject to an introductory period of one year.

#### 9.7 – Promotions/Transfers

- a. When an ~~employee~~ Ambassador is promoted, ~~he/she~~ they at a minimum will be entitled to a 4% salary increase or entry level of the higher grade, whichever is greater.
- b. A promoted or transferred ~~employee~~ Ambassador will serve a qualifying period not to exceed 6 months. At the conclusion of the qualifying period, the ~~employee~~ Ambassador will be given a performance evaluation. Based on the evaluation, the ~~employee~~ Ambassador will either be accepted or rejected for the position. If rejected, every effort will be made to place the ~~employee~~ Ambassador in ~~his/her~~ their previous classification, or another Authority position for which ~~he/she~~ they ~~qualify~~ qualifys. If such placement is not possible and termination of ~~his/her~~ their employment is recommended, the ~~employee~~ Ambassador will be given at least 3 weeks' notice of ~~his/her~~ their termination. The ~~employee~~ Ambassador retains the rights of appeal under the terms of Article 20.13 of this Agreement.

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- c. A promoted ~~employee~~ Ambassador will have the right within the first 15 shifts

worked in the new position to elect, in writing, to return to ~~his/her~~ their previous position without loss of seniority rights or benefits.

- d. ~~Employees- Ambassadors~~ promoted to supervisory positions will have the right at any time within the first 30 shifts worked in the new position to elect, in writing, to return to ~~his/her~~ their previous position without loss of seniority rights or benefits.

#### 9.8 – Temporary Transfers (Vacant Positions)

- a. In the case of a critical vacancy as determined by management, temporary transfers and shift changes may be made for periods of up to 3 months. In such event, the least senior ~~employee- Ambassador~~ will be transferred or have ~~his/her~~ their shift changed, provided that the least senior ~~employee- Ambassador~~ possesses the required knowledge, skills, and ability as determined by the manager to satisfactorily perform all the functions of the position; however, no ~~employee- Ambassador~~ will be temporarily assigned more than once in a 12-month period, unless all other ~~employees- Ambassadors~~ in the classification have been transferred.
- b. Exceptions and extensions to the above procedure may be made on a case-by-case basis as determined by the senior executive in ~~Human Resources~~ People and Culture.
- c. If a vacancy occurs due to lateral transfer, promotion, demotion, termination, retirement, or death, the vacancy shall be filled in accordance with Section 9.2 of this article.

#### 9.9 – Demotions

When an ~~employee- Ambassador~~ is demoted for disciplinary reasons, ~~s/he~~ they will be placed in a classification with a grade and step most compatible with the ~~employee's Ambassador's~~ previous grade and step with at least a 4% decrease in salary. An ~~employee- Ambassador~~ who is demoted must possess the necessary skills, licenses or certifications (if applicable) to perform the demoted position.

#### 9.10 – Job Descriptions

All job descriptions for the ~~employees- Ambassadors~~ assigned to classifications listed in Appendix A are incorporated by reference as of the effective date of this Agreement and issued upon request made either to the Authority or the Union. If the Authority determines that a change is needed to any job description ~~in effect as of July 1, 2018~~, the Authority will furnish to the Union a copy of the modified job description.

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## Article 10 HOLIDAYS

~~Revised on December 10, 2019 July 1, 2023~~

### 10.1 – Paid Holidays

a. Paid holidays will be observed each year as established below:

1. New Year's Day*	January 1
2. Martin Luther King Day	Third Monday in January
3. President's Day	Third Monday in February
4. Memorial Day	Last Monday in May
<u>5. Juneteenth*</u>	<u>June 19</u>
<del>5.6.</del> Independence Day *	July 4
<del>6.7.</del> Labor Day	Frist Monday in September
<del>7.8.</del> Nevada Day	Last Friday in October
<del>8.9.</del> Veterans Day*	November 11
<del>9.10.</del> Thanksgiving Day	Fourth Thursday in November
<del>10.11.</del> Family Day	Day following Thanksgiving Day
<del>11.12.</del> Christmas Day*	December 25
<del>12.13.</del> Birthday Holiday	As scheduled

b. In addition to the above holidays, any day that may be designated as a national legal holiday by the President of the United States, or a legal holiday by the Governor of the State of Nevada.

### 10.2 – Holiday Pay

- a. An ~~employee- Ambassador~~ who is not scheduled to work on a recognized holiday will be paid an amount equal to 8 hours at ~~his/her- their~~ base straight-time hourly rate.
- b. To be eligible for holiday pay, an ~~employee- Ambassador~~ must be on paid status on the holiday.

### 10.3 – Holiday Premium Pay

For all hours worked by an ~~employee- Ambassador~~ on any of the holidays specified above, holiday premium will be paid at the rate of 2-1/2 times the rate of pay for the classification as designated.

### 10.4 – Work Schedule

- a. For ~~employees- Ambassadors~~ scheduled to work Monday through Friday, holidays will be observed on the dates specified in this section, except when a holiday marked with an asterisk (\*) falls on a Saturday or Sunday. If a marked holiday falls on a Saturday, it will be observed the preceding Friday; if it falls on a Sunday, it will be observed the following Monday.

- b. For ~~employee's~~ Ambassador's working a schedule other than Monday through Friday, holidays will be observed on the dates specified in this section; or if the holiday falls on an ~~employees~~ Ambassador's regularly scheduled day off, at the ~~employee's~~ Ambassador's request, ~~his/her~~ their days off may be changed in order to afford them 3 consecutive days off, one of which will be that holiday which falls on the ~~employee's~~ Ambassadors scheduled day off. Such change will be scheduled by supervision with due consideration given to staffing requirements and will be within the same workweek.
- c. If an ~~employee~~ Ambassador is scheduled to work on a holiday and calls off (i.e. unable to come to work), ~~s/he~~ they will be paid 8 hours straight-time holiday pay for the day and will accrue a no-notice attendance point.
- d. The holiday work schedule shall be filled on a rotating basis by seniority, and ~~employees~~ Ambassadors who are scheduled to work on any holiday shall be notified at least 30 days prior to the holiday they are scheduled to work. The Authority acknowledges the importance of its role in maintaining this holiday work schedule after notification to the ~~employee~~ Ambassador has been made, and the Union acknowledges that circumstances outside of the control of the Authority occur, such as an event cancellation, room changes, expansion/contraction of the event, which would cause this holiday work schedule to be altered. The parties mutually agree that should these instances occur, the affected ~~employee~~ Ambassador will be placed back in the holiday work schedule rotation as if ~~he/she~~ they had not been contacted or scheduled to work the holiday.

#### 10.5 – Birthday Holiday

The birthday holiday will be taken off in the pay period earned or no later than 90 calendar days following the ~~employee's~~ Ambassador's birthday. If an ~~employee~~ Ambassador is out on paid status for longer than 90 days from ~~his/her~~ their birthday, ~~he/she~~ they will be paid for the holiday.

Birthday holiday is included in overtime calculation.

#### 10.6 – Holiday During PTO

If a designated holiday is observed during an ~~employee's~~ Ambassador's PTO leave, the ~~employee~~ Ambassador will be paid 8 hours straight-time holiday pay for the day.

## Article 11 PERSONAL TIME OFF

### 11.1 – Accrual

- a. For Ambassadors hired before July 1, 2023, PTO will accrue bi-weekly based on the service date or adjusted service date of the ~~employee~~ Ambassador in an amount equal to:
1. 8 hours per pay period through the 10th year of service;
  2. 10 hours per pay period after 10 years of continuous service.
- b. For Ambassadors hired on or after July 1, 2023, PTO will accrue bi-weekly based on the service date or adjusted service date of the Ambassador in an amount equal to:
1. 6.16 hours per pay period through the 5th year of service;
  2. 8 hours per pay period after 5 years of continuous service through the 10<sup>th</sup> year of service.
  3. 10 hours per pay period after the 10th year of service.
- ~~b.c.~~ There will be no cap on the maximum accumulation of PTO; however, upon separation from the Authority, payout will be according to the schedule shown in Section 11.6.

### 11.2 – Introductory Period

~~Employees~~ Ambassadors will accrue, but will not be allowed to take PTO until ~~he/she~~ they have as satisfactorily completed 2 months of introductory period. ~~Employees~~ Ambassadors not completing their introductory period will forfeit accrued PTO.

### 11.3 – Reporting Requirements

- a. PTO may be used by ~~employees~~ Ambassadors and no reason or justification for use is required; however, supervisor approval is still necessary.
- b. An ~~employee~~ Ambassador will be subject to progressive disciplinary action for abusive use of PTO. "Abusive" means that ~~he/she~~ they have as incurred in excess of 12 occurrences of unscheduled PTO in the preceding 12-month period. An "occurrence" is any use of PTO that was not submitted and approved by the supervisor prior to the use of PTO.

### 11.4 – PTO Submittal

~~Employee~~ Ambassador requests will be met whenever possible. Where conflicts between ~~employee~~ Ambassador requests occur, order of submittal will govern. Once a PTO is approved, there will be no bumping by a senior ~~employee~~ Ambassador.

### 11.5 – Sell/Buy Back

- a. ~~Employees~~ Ambassadors are encouraged to use their PTO accrual throughout the year.
- ~~a.b.~~ No later than November 1 of each calendar year, any ~~employee~~ Ambassador who has a PTO balance at the time of election of at least 500 hours may irrevocably elect to cash-out PTO hours which will be accrued in the next calendar year up to a maximum of 100 hours. Said election must be made in writing, submitted to Human Resources People and Culture, and specify the eligible PTO hours the ~~employee~~ Ambassador elects to cash-out. This election is irrevocable and will not carryover from year to year. No PTO which has been previously accrued will be eligible for a cash-out. Any cash-out payments will be made in the last pay period of November of the payroll year following receipt of the irrevocable election and shall be calculated at 100% of the ~~employee's~~ Ambassador's current straight hourly rate of pay.
- ~~b.c.~~ No previous payouts of PTO will be subject to reversal or reconsideration.

### 11.6 – Separation of Employment

- a. Upon resignation, release, termination, or other separation action, PTO accrual balances will be paid at the separating ~~employee's~~ Ambassador's current straight hourly rate of pay in accordance with the following policy:
1. ~~Employees~~ Ambassadors with less than 3 years of service who leave the Authority are entitled to payment for unused PTO at the rate of 60% of the balance.
  2. ~~Employees~~ Ambassadors with more than 3 years of service who leave the Authority are entitled to payment of a maximum of 100% of the first 300 hours. Any remaining balance above 300 hours will be paid at the rate of 50% of the balance for up to 10 years of service.
  3. An ~~employee's~~ Ambassador's PTO separation payoff will increase above 50% at the rate of 1-1/2% for each additional year of consecutive service above 10 to 20 years of service, above 65% at the rate of 3-1/2% for each additional year of consecutive service above 20 up to a maximum of 100% for 30 years of service.
- b. Upon the death of the ~~employee~~ Ambassador, any accumulated PTO earned through the last day worked will be paid in accordance with the above formula and any applicable NRS regulations.

### 11.7 – Advanced PTO

Upon approval by the senior executive in Human Resources People and Culture, an ~~employee~~ Ambassador may be advanced up to 40 hours of PTO; however, an ~~employee~~ Ambassador who has taken advance PTO beyond that accumulated at the time of termination will make restitution for such leave, either by deduction from any amount owed by the Authority or by cash refund.

#### 11.8 – Sick Bank Hours

~~Employees~~ Ambassadors with current sick bank hours can use these hours only in the event their PTO bank has been exhausted and only in the case of an FMLA occurrence. Sick bank hours cannot be used in the annual PTO buy-back program and will not be paid upon separation regardless of years of service.

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## Article 12

### MISCELLANEOUS LEAVE

#### Purpose

To ensure Authority ~~employees- Ambassadors~~ are provided time away from work when possible to handle personal matters or as dictated by law.

#### Policy

All ~~employees- Ambassadors~~, regardless of position or status, are eligible for medical, military and other leaves of absence in accordance with federal and state laws and the SEIU Collective Bargaining Agreement. ~~Employees- Ambassadors~~ are also afforded leaves that are not required by state or federal law.

~~Employees- Ambassadors~~ are required to take available Paid Time Off (PTO) before or concurrent with taking a leave of absence in most instances.

~~Employees- Ambassadors~~ do not continue to accrue PTO hours during any unpaid portion of a leave of absence.

A leave of absence, whether for consecutive working days or on an intermittent basis, must be for a specified period of time with an expected return to work date. An ~~employee- Ambassador~~ whose expected return to work date is extended by a health care provider must promptly notify ~~Human Resources- People and Culture~~ and supply updated documentation from health care provider.

If an ~~employee- Ambassador~~ accepts or engages in other employment while on a medical leave of absence, and such employment conflicts with the ~~employee's- Ambassador's~~ stated reason for leave of absence/work restrictions, the ~~employee- Ambassador~~ may be subject to disciplinary action up to and including termination.

When an ~~employee- Ambassador~~ is unable to perform the essential functions of ~~his- or her- their~~ job safely and effectively, ~~Human Resources- People and Culture~~ will engage with the ~~employee- Ambassador~~ to determine if leave is necessary. If it is determined a leave would be an appropriate course of action, the applicable leave process would be initiated.

Some leaves such as FML do not require an ~~employee- Ambassador~~ to specifically ask for a leave to be eligible for such leave. If an ~~employee- Ambassador~~ provides information, intentionally or unintentionally, that demonstrates ~~he or she they~~ may be eligible, it is the responsibility of department management to either contact ~~Human Resources- People and Culture~~ for determination or to send the ~~employee- Ambassador~~ to ~~Human Resources- People and Culture~~ for assistance. Timeliness and follow through are imperative, as certain cases, such as FML or ADA, require specified action from the employer under the law.

While on a leave of absence, ~~employees- Ambassadors~~ are prohibited from

performing any work for the Authority unless otherwise approved by the senior executive in ~~Human Resources~~ People and Culture. Work would include duties such as e-mail, phone meetings, approvals, etc.

~~Employees- Ambassadors~~ must present a physician's release when returning from any type of medical leave or time away from work for serious medical reasons as requested by management before returning to work.

~~Employees- Ambassadors~~ unable to perform the essential functions of their job due to a work injury covered by workers' compensation will be placed on light duty when practicable. ~~Employees- Ambassadors~~ unable to perform the essential functions of their job for reasons other than a work injury, please contact ~~Human Resources~~ People and Culture for assistance.

Benefits will not accrue during unpaid leave unless in conjunction with benefits granted under FML and Workers' Compensation. Any ~~employee- Ambassador~~ who is on ~~Employee- Ambassador~~ Leave status more than 30 consecutive days will be responsible as of the 31st day (28 for ~~employees- Ambassadors~~ covered by the CBA) for reimbursing the Authority for the ~~employee's Ambassador's~~ insurance premium, the total long-term disability insurance premium, and the total dependent coverage insurance premium (if applicable) from that day forward.

#### Authority Leaves of Absence

- Family and Medical Leave
- Workers' Compensation Leave
- Americans with Disabilities Act (ADA)
- Military Leave
- ~~Employee- Ambassador~~ Leaves
- Bereavement Leave
- Nevada Pregnant Workers' Fairness Act
- Jury Duty Leave

#### 12.1 - Family and Medical Leave

The Family and Medical Leave Act (FMLA) allows qualified ~~employees- Ambassadors~~ to take up to 12 weeks of unpaid job protected leave either on a continuous, reduced schedule or intermittent (small amounts of time but no less than 15 minutes) basis.

All ~~employees- Ambassadors~~ who have worked for the Authority for at least one year (total accumulated employment) and have worked a minimum of 1,250 hours in the 12-month proceeding the leave request are eligible for Family and Medical Leave (FML).

Leave eligibility under the FMLA is calculated on a "rolling" 12-month period measured forward from the date of any prior FMLA leave taken by an ~~employee- Ambassador~~.

Qualifying reasons for FML include:

- ~~Employee's~~ Ambassador's own serious health condition.
- To care for an immediate family member (spouse, including ~~same-sex~~ same-sex spouses/domestic partners, child, parent or in loco parentis relationship) with a serious health condition.
- For the birth and care of a ~~new-born~~ newborn child of the ~~employee~~ Ambassador within one year of birth.
- Placement of a child with an ~~employee~~ Ambassador for adoption or foster care.
- To care for an injured or ill service member (up to 26 weeks allowed).
- For a covered family member's active duty or call to active duty in the U.S. armed forces.

Leave for the birth and care of a newborn or adopted child may be taken on an intermittent or reduced schedule basis with the approval of the ~~Chief Human Resources~~ senior executive of People and Culture Officer.

FML can be taken on a continuous or intermittent basis totaling 12 weeks per 12-month period.

This may take the form of a reduced weekly work schedule or time off during normally scheduled work hours for medical appointments, treatment or a certified medical incapacity.

An ~~employee~~ Ambassador taking intermittent leave for planned treatment that interferes with the Authority's business operation may be temporarily transferred to a position with equivalent pay, hours, benefits and conditions for the duration of the leave.

If the need for a leave of absence is foreseeable, ~~employees~~ Ambassadors must provide 30 days' prior written notice. If 30 days is not possible, ~~employees~~ Ambassadors must provide notice as soon as it is practical. Failure to provide notice may be grounds for delay of approval of the leave.

Exempt ~~employees~~ Ambassadors who take a partial day off due to intermittent leave and who do not have PTO available to cover the hours missed will have their salary reduced (docked) by the number of hours missed.

When both spouses are employed at the Authority, they are entitled to a combined total of 12 weeks of FML for:

1. The birth, adoption or foster care placement and in order to care for such child; or
2. To care for a parent with a serious health condition.

Each individual spouse is entitled to 12 weeks leave due to ~~his or her~~ their own serious health condition or to care for the serious health condition of ~~his or her~~ their child or spouse without counting the leave time taken by the other spouse.

During FML, health benefits for which the ~~employee~~ Ambassador and ~~his or her~~ their family are enrolled are maintained.

~~Employees~~ Ambassadors who request FML for a qualifying reason involving a serious health issue are required to furnish medical certification. Certification forms are available through Human Resources People and Culture. The process is as follows:

- If an ~~employee~~ Ambassador is experiencing absenteeism due to medical reasons or if the ~~employee~~ Ambassador informs management of a health issue involving the ~~employee~~ Ambassador or an immediate family member, the ~~employee~~ Ambassador is to be sent to Human Resources People and Culture as soon as possible for assistance.
- If the ~~employee~~ Ambassador meets the eligibility requirements, the ~~employee~~ Ambassador will work with Human Resources People and Culture team to begin the leave process.
- As required for certain types of leave, the ~~employee~~ Ambassador must provide a release to Human Resources People and Culture to initiate the return to work process. Human Resources People and Culture team will continue to work with the ~~employee~~ Ambassador to determine whether ~~he or she~~ they will be able to return to work based on whether the ~~employee~~ Ambassador can perform the essential functions of ~~his or her~~ their job. Under no circumstances should an ~~employee~~ Ambassador be permitted to return to work until Human Resources People and Culture has received the required release and confirmed with the Department that the ~~employee~~ Ambassador may return to work. The release should be submitted to Human Resources People and Culture a few days before the ~~employee~~ Ambassador is due back to work to ensure no lost work time for the ~~employee~~ Ambassador.

## 12.2 - Workers' Compensation Leave

All ~~employees~~ Ambassadors will be covered by the provisions of the Nevada Industrial Insurance Act (Chapter 616 of the NRS) and the Nevada Occupational Disease Act (Chapter 617 of the NRS) that provide for payment of industrial accident benefits and compensation for partial and temporary total disability (TTD) arising from industrial injuries and occupational diseases.

Please contact Human Resources People and Culture for questions or assistance.

## 12.3 - Americans With Disabilities Act (ADA)

An ~~employee~~ Ambassador who may be a qualified individual with a disability as defined by the ADA may request or be granted an accommodation of a leave of absence. This leave can be in the form of continuous or intermittent time away

from work.

~~Employees-Ambassadors~~ who may be in need of leave from work should meet with Human Resources- People and Culture to discuss the issue and determine what action, if any, is needed. The accommodation process is interactive and it may take multiple communications between the Authority and the requesting individual and/or the ~~employee's Ambassador's~~ healthcare provider before a reasonable accommodation may be reached. ~~Employees- Ambassadors~~ are expected to fully cooperate in the accommodation process, including making every effort to provide management with current medical information.

To certify the disability, the Authority may ask for documentation from the ~~employee- Ambassador~~ in order to assess leave requests submitted. The Authority may only communicate directly with an ~~employee's Ambassador's~~ medical provider if ~~he or she/they~~ signs a Health Insurance Portability and Accountability Act ("HIPPA") release of medical information form or to seek clarification, completion or authentication of previously received medical documents.

Any existing PTO will be taken concurrently with ADA leave.

Any ~~employee- Ambassador~~ who is on ADA leave for more than 30 (28 for ~~employees- Ambassadors~~ covered by the CBA) consecutive days will be responsible as of the 31st day for reimbursing the Authority for the ~~employee's Ambassador's~~ insurance premium, the total long-term disability insurance premium, and the total dependent coverage insurance premium (if applicable) from that day forward.

#### 12.4 - Military Leave

~~Military leave will be granted in accordance with applicable state and federal laws. An employee who is inducted into or enlists in the Armed Forces of the United States or who performs active or inactive duty with the Armed Forces while a member of a reserve component will be granted a military leave of absence. An employee whose period of active service exceeds 15 working days will not receive his/her salary during the military leave.~~

~~A reservist employee who is granted a military leave of absence, not exceeding 15 working days in any calendar year to perform active duty for training, will receive his/her base salary. Such military leave will be granted in addition to the employee's PTO.~~

~~Copies of military orders must be submitted to the supervisor and to payroll. Orders must be maintained by the supervisor according to the records management schedule.~~

~~Military leave is paid as straight time and will not be counted as time worked for the purpose of computing overtime. During any week in which Military leave is exercised, the reservist employee shall not be required to work more than forty (40) hours, inclusive of hours devoted to military leave.~~

Military Leave: Eligible Ambassadors covered by NRS 281.145 or the Uniformed Services Employment and Reemployment Rights Act (USERRA) shall receive all pay or benefits as prescribed by these laws.

## 12.5 Ambassador Leaves

There are two types of ~~Employee Ambassador~~ Leave; Employee Medical Leave and Unpaid Time Off Leave. ~~Employee Ambassador~~ Medical Leave and Unpaid Time Off Leave can be used for:

- Assisting ~~employees Ambassadors~~ with personal emergencies, that are not covered by other types of leave, or special requests
- Supplementing other types of leaves as needed
- ~~Employees Ambassadors~~ own illness or injury if the ~~employee Ambassador~~ is not eligible for FML because ~~he or she they~~ have not satisfied the initial eligibility requirements or has already exhausted the leave

## 12.6 - ~~Employee Ambassador~~ Medical Leave

An ~~employee Ambassador~~ medical leave may be granted for ~~employees Ambassadors~~ who have not satisfied the requirements for FML or ADA or have already exhausted the leave. One medical leave is allowed per rolling year.

~~Employee Ambassador~~ medical leave can either be triggered on the fourth shift away from work and is retroactive back to the first date of absence, in the instance of not being eligible for various other leaves, or could be applied immediately when a previous leave has been completed. A medical leave can be up to a maximum of 120 days (four consecutive months) in any 12-month rolling-year period. Subsequently, the ~~employee Ambassador~~ must be placed on long-term disability, PERS disability, PERS retirement or separated from employment with the Authority.

~~Employee Ambassador~~ medical leave is unpaid and any accrued PTO or comp time is to be taken concurrently. ~~Employees Ambassadors~~ who are eligible for FML are not eligible to take ~~employee Ambassador~~ medical leave as a substitute leave to cover a medical condition that would otherwise qualify for FML.

## 12.7 - Ambassador Unpaid Time Off Leave

~~Employees Ambassadors~~ who have exhausted their paid time off (PTO), or comp time, may ask their supervisor for up to five consecutive shifts off without pay.

If an ~~employee Ambassador~~ is in need of taking off six or more shifts, ~~he or she they~~ would be eligible for an ~~employee Ambassador~~ unpaid time off leave. All requested unpaid time off leaves must be approved by the senior executive in ~~Human Resources~~ People and Culture.

PTO will not accrue during any unpaid leave of absence. All insurance premiums, if the ~~employee Ambassador~~ wishes to continue coverage and is eligible, will be ~~his or her their~~ responsibility pursuant to plan requirements.

## 12.8 – Bereavement Leave

~~Employees Ambassadors~~ requesting bereavement leave to attend a funeral for



designated family members will be granted a maximum of four days of leave (four consecutive calendar days for bargaining ~~employee Ambassadors~~, four consecutive workdays for professional ~~employee Ambassadors~~). Should any paid holiday as set forth in Article 10 of the SEIU Collective Bargaining Agreement intervene during the aforementioned four-day Bereavement leave period, it shall be deemed "consecutive" for purposes of this policy.

Bereavement leave must be taken in full-shift increments and used within 60 days of the death of the family member, unless waived by the senior executive in ~~Human Resources~~ People and Culture.

~~Employee Ambassador~~ must be considered in paid status on all four days of the requested leave in order to be compensated for bereavement leave.

Designated family members include:

- Spouse or domestic partner registered with the state of Nevada.
- Children, step-children and grandchildren.
- Brothers/sisters, half-brother, half-sister, and step-brother/step-sister.
- Parent, step-parent, grandparent and step grandparent.
- In-laws: father, mother, brother, sister, daughter, son (this does not include ex-relatives, such as an ex-spouse or ex-in-laws).

Bereavement shall only be granted once per deceased individual, but if another situation occurs relating to the same individual, the ~~employee Ambassador~~ may be allowed to use PTO.

When submitting a leave request, ~~employees Ambassadors~~ must include relationship to the deceased in the "comments" field of the leave request. Proof (e.g., obituary, newspaper clipping, funeral/ memorial attendance program, etc.) of relationship must be provided to ~~Human Resources~~ People and Culture and maintained in ~~Human Resources~~ People and Culture according to the records management schedule. Bereavement leave is paid at the rate of straight time and will not be counted as time worked for the purpose of computing overtime.

#### 12.9 - Nevada Pregnant Worker's Fairness Act

The law prohibits discrimination based on pregnancy.

Once management is made aware of a pregnancy within their department, ~~he or she~~ they are to contact ~~Human Resources~~ People and Culture for assistance.

~~Employees Ambassadors~~ who may need a leave as an accommodation for a pregnancy related condition must meet with ~~the Human Resources~~ People and Culture to discuss the need for leave and available options.

#### 12.10 - Jury Duty Leave

~~Employee-Ambassadors~~ who are required to appear for jury duty or subpoenaed to appear as a witness in a court proceeding on scheduled workdays shall be paid their regular wages by the LVCVA. The above provisions do not apply to ~~employees-Ambassadors~~ who appear as defendants in criminal proceedings in a matter not related to the LVCVA or to ~~employees-Ambassadors~~ called or appearing as a party in civil proceedings unrelated to LVCVA business. ~~Employees-Ambassadors~~ are not required to work within eight hours before the time they are required to appear for jury duty.

~~Employees-Ambassadors~~ assigned to shifts other than the day shift will, throughout the duration of their jury duty, be rescheduled to the day shift for the days they serve on the jury. No overtime or shift differential will be paid for jury duty.

~~Employees-Ambassadors~~ are not required to work if jury duty lasts four hours or more on the day of jury duty, including travel time to and from the courthouse. Those ~~employees-Ambassadors~~ called as witnesses will report back to work when excused by the court.

Jury duty leave is straight-time pay and will not be counted as time worked for the purpose of computing overtime.

#### 12.11 - Parental Leave

a. Parental Leave will be provided to allow time away for Ambassadors who give birth or adopt a child, or Ambassadors who welcome a child with their spouses and domestic partners, to care for and bond with their newborn or newly adopted child.

b. Parental Leave will be granted for up to twelve (12) weeks (Parental Leave Period) when no other leave option is available to the parent.

c. The Parental Leave Policy does not provide for paid leave beyond other leave programs provided for in this Agreement.

d. Parental Leave will be used concurrently with FMLA, the Nevada Pregnant Workers Fairness Act, and other legally provided leave programs.

##### e. Eligibility

1. Parental Leave is available to any Ambassador who gives birth or adopts a child, or to an Ambassador whose spouse or domestic partner gives birth to a child and allows up to a total of twelve (12) weeks of continuous or intermittent leave as outlined in Section 12.11.f.

2. When requesting Parental Leave, the Ambassador must provide at least a thirty-day (30) notice when feasible.

3. All Parental Leave must be medically certified by a Health Care Provider and provide the estimated leave dates.



4. If a portion of the time away from work can be certified under the FMLA or the Nevada Pregnant Workers Fairness Act, those leave types will run concurrently with Parental Leave.
5. If both parents are Ambassadors of the Authority, each parent will be granted up to twelve (12) weeks of Parental Leave which may be taken continuously or on a reduced or intermittent schedule.
6. No Parental Leave will be granted beyond the Parental Leave Period.

f. Time Away from Work

1. The Parental Leave Period begins on the first day the Ambassador is not available for work, either before or after the birth.
2. All Parental Leave time used for baby bonding may be taken in a continuous block of time or on a reduced or intermittent schedule.
  - a. All reduced or intermittent Parental Leave must be approved by the Ambassador's Department Head and the Director of People and Culture.
  - b. All reduced or intermittent Parental Leave must be used within six (6) months from the child's birth date or date of adoption.
  - c. Ambassadors may only take Parental Leave in increments of one (1) hour or more.
3. The Ambassador must take all accrued Paid Time Off (PTO) and Compensatory Time while on leave. Once paid leave banks are exhausted, the Parental Leave will continue unpaid.
4. All Parental Leave time will be entered into the time and attendance system by the Leave Administrator.
5. An Ambassador on Parental Leave shall not perform any work.
6. An Ambassador who takes Parental Leave, and gives birth, must provide a release from the treating physician to return to work.
7. Absent another applicable and qualifying leave, Ambassadors who do not return at the end of their authorized leave will be separated.

g. Continuation of Benefits

1. During the period of Parental Leave, group health, dental, vision, and basic life and accidental death insurances will be continued and paid for by the LVCVA according to eligibility rules.
2. All voluntary benefit premiums must be timely reimbursed to the LVCVA to maintain coverage. If there is a lapse in benefit coverage, the Ambassador may reinstate voluntary benefits according to eligibility rules.

3. If the Ambassador or spouse/domestic partner does not meet eligibility for LVCVA benefits, the qualifying period for benefits starts over upon return to work.

**Article 13**  
**LONGEVITY BONUS PROGRAM**  
~~Revised on May 12, 2020~~

13.1 – Eligibility

Bargaining unit ~~employees- Ambassadors~~ hired on or before June 30, 2018, will receive longevity bonuses upon completion of 8 full years of creditable service.

Bargaining unit ~~employees- Ambassadors~~ hired on or after July 1, 2018 are not eligible for longevity bonuses.

Bargaining unit ~~employees- Ambassadors~~ hired on or after July 1, 2018, who are hired in at the Step 0 rate of pay, who progress through the Steps to the Step 8 rate of pay in no less than 8 years of service, and are therefore eligible for the Step 9 rate of pay, shall skip the Step 9 rate of pay and advance directly to the Step 10 rate of pay pursuant to the salary ranges attached as Appendix B, pursuant to Article 7 "Step Progression," 7.3 "Effective Date," provided all other Article 7 step progression requirements are met. ~~Employees- Ambassadors~~ are entitled to advance in this manner one time only in their career pursuant to the provisions of this Article.

13.2 – Payment

- a. Longevity bonus will be paid annually, in a lump sum amount, on the first working day of the month in which it is due. Longevity payments will be deferred for all ~~employees- Ambassadors~~ on furlough status, with any such payment owed to be paid upon the ~~employee- Ambassador~~ returning to work.
- b. Longevity bonus payments will be prorated, as adjusted, for ~~employees- Ambassadors~~ terminated for any reason.
- c. Longevity bonus rates for eligible ~~employees- Ambassadors~~ hired prior to July 1, 2018 will be paid at the rate of .59 of 1% of the base salary per year for each year of creditable service.

13.3 – Creditable Service for Longevity Bonus Computation

Creditable service includes:

- a. Employment with the Authority in paid status within the bargaining unit.
- b. Any period in which an ~~employee- Ambassador~~ is called into the active military service of the United States Armed Forces involuntarily.
- c. Any period of an approved FMLA, Workers' Compensation, or ADA leave (ADA leave not to exceed 3 months).

13.4 – Rehired ~~Employees Ambassadors~~

An ~~employee's Ambassador's~~ creditable service will terminate when the ~~employee- Ambassador~~ terminates employment for any reason, except in the situation where an ~~employee- Ambassador~~ is rehired within six (6) months after the effective date of

termination, in which case the ~~employee's~~ Ambassador's previous creditable service shall be restored in its entirety.

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## **Article 14**

### **GROUP INSURANCE**

#### 14.1 – Coverage

Medical, dental, vision, and prescription coverage is provided via inter-local agreement with Clark County ~~and HPN~~.

#### 14.2 – Eligibility

- a. To be eligible for the medical, dental, vision and life insurance plans, ~~employees~~ Ambassadors must meet the necessary qualifying periods associated with the insurance plans.
- b. Any ~~employee~~ Ambassador who is on an authorized non-FMLA LWOP status for more than 28 consecutive calendar days and subsequently remains on LWOP status will be responsible on the first day of the month following the 28-day period for reimbursing the Authority for all subsequent medical, life, and long-term disability insurance premiums paid on the ~~employee's~~ Ambassador's behalf, including coverage for eligible dependents.
- c. Failure of the ~~employee~~ Ambassador to pay the amount(s) owed will result in cancellation of coverage(s) retroactive to the end of the last premium period paid. Premiums will be paid in whole-month increments and will not be prorated.

#### 14.3 – Payment of Premium Cost

- a. The Authority will pay 100% of the premium cost of the health, vision, and dental insurance for ~~employees~~ Ambassadors and their dependents.
- b. If the Authority's health insurance premiums increase by 7.5% percent or more in any year of this agreement, the Authority and the Union will reopen this article for negotiation of an ~~employee~~ Ambassador contribution for dependent health insurance.

#### 14.4 – Basic Life Insurance

The Authority will pay 100% of the premium cost of a group basic life insurance policy, providing to each ~~employee~~ Ambassador an amount of coverage no less than \$15,000.

#### 14.5 – Long-Term Disability Insurance

The Authority will provide long-term disability (LTD) insurance for ~~employees~~ Ambassadors. ~~Employees~~ Ambassadors must meet the qualifying requirements associated with the plan.

#### 14.6 – Excess Premiums

- a. Should the Authority be unable to recover any excess premiums paid to an insurance carrier due to an ~~employee's~~ Ambassador's failure to notify the Authority of eligibility changes, the ~~employee~~ Ambassador will be responsible

for reimbursing the Authority for the excess amount.

- b. The ~~employee~~ Ambassador is also subject to progressive disciplinary action.

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## Article 15 EDUCATIONAL ASSISTANCE

### 15.1 – Funds

Educational assistance will only be authorized if funds are available.

### 15.2 – Courses of Study

Educational assistance will be provided only for courses of study which are directly related to the ~~employee's~~ Ambassador's present job or which will enhance the ~~employee's~~ Ambassador's potential for advancement to a position within the Authority which ~~he/she~~ they has have a reasonable expectation of achieving. The courses or programs must be offered by accredited institutions of learning. The maximum tuition reimbursement will be determined by the lesser of the actual tuition cost at the undergraduate or graduate rate, as applicable, or the current University of Nevada Las Vegas undergraduate or graduate rate. In no case will the Authority provide educational assistance beyond the master's degree level.

### 15.3 – Requirements

Other requirements for educational assistance include the following:

- a. only non-introductory ~~employees~~ Ambassadors are eligible;
- b. the employee Ambassador must have completed one year of service.

### 15.4 – Requests

In order to guarantee reimbursement of education costs, requests for educational assistance must be approved prior to enrollment. Written requests will be submitted to the senior executive in ~~Human Resources~~ People and Culture through the ~~employee's~~ Ambassador's section, department head, and senior vice president. The senior vice president will recommend either approval or disapproval of the request. The final decision will be made by the senior executive in ~~Human Resources~~ People and Culture.

### 15.5 – Factors

In determining whether to approve a request for educational assistance, the section head, department head, senior vice president, and senior executive in ~~People and Culture~~ Human Resources are directed to consider the following factors:

- a. the nature and purpose of the course of study;
- b. the benefits to be derived by the ~~employee~~ Ambassador and the Authority;
- c. the level of responsibility and length of service of the ~~employee~~ Ambassador; and
- d. the estimated cost.

#### 15.6 – Reimbursable Costs

The amount of educational assistance paid by the Authority will be based upon the grade received for the course, as follows:

- a. For a grade of "A", 100% of reimbursable costs;
- b. For a grade of "B", 75% of reimbursable costs;
- c. For a grade of "C", 50% of reimbursable costs;
- d. For a successfully completed certificate course, or a "pass" on a pass/fail standard, 50% of reimbursable costs.

#### 15.7 – Class Attendance

Class attendance and completion of study assignments will be accomplished outside of the ~~employee's Ambassador's~~ regular working hours. It is expected that educational activities will not interfere with the ~~employee's- Ambassador's~~ work, and unsatisfactory job performance during enrollment may result in rejection of subsequent requests.

#### 15.8 – Termination Prior to Completion

An ~~employee- Ambassador~~ who is terminated during enrollment due to a ~~layoff reduction in force~~ or who is unable to complete the course due to a temporary reassignment within the Authority will be reimbursed for the full amount of the costs incurred. An ~~employee- Ambassador~~ who voluntarily leaves the Authority or is terminated prior to completing a course will not be reimbursed for the expenses associated with the course.

#### 15.9 – Completion of Course

Upon completion of the course, the ~~employee- Ambassador~~ will submit to ~~the senior executive in Human Resources~~ People and Culture a certified transcript of grades received and receipts for expenses incurred. The Authority will then reimburse the ~~employee- Ambassador~~ the applicable percentage of the cost of tuition, textbooks, registration, and laboratory and library fees.

#### 15.10 - Repayment

If the ~~employee- Ambassador~~ voluntarily terminates employment with the Authority within 6 months of completion of the course, the ~~employee- Ambassador~~ must repay the full amount reimbursed by the Authority for educational assistance. If the ~~employee- Ambassador~~ voluntarily terminates employment with the Authority between 6 months and one year after completing the course, one half of the amount reimbursed will be repaid by the ~~employee Ambassador~~.

#### 15.11- Records

Records will be maintained by ~~Human Resources~~ People and Culture of all

educational programs completed by each ~~employee~~ Ambassador.

#### 15.12 - Training

Training, other than educational assistance, required by the Authority in new work procedures or technology will be made available to all ~~employees~~ Ambassadors who are in the same classification and department. While staffing requirements may restrict the number of ~~employees~~ Ambassadors trained at any one time, the Authority will make sufficient plans to offer the training to all interested ~~employees~~ Ambassadors within the work area affected. It is recognized that the Skilled Craftsman, Service Worker, and certain other classifications contain distinct disciplines that will determine required training.

#### 15.13 – Job-Related Program

The Authority will bear the full cost of tuition and grant time off with full pay and benefits to any ~~employee~~ Ambassador enrolled in any job-related program (i.e., educational, certification) that the ~~employee~~ Ambassador is required to attend which is only available during the ~~employee's~~ Ambassador's normal work hours.

#### ~~15.1~~ 15.14 - Promotional Opportunities / Cross-Training

To provide opportunity for promotion from within, the Authority shall establish a cross training program. The program is an opportunity for interested Ambassadors to explore a new career in a higher classification. The Authority shall determine the types of positions available for cross-training opportunities, the number of participant slots available, the frequency of training programs, scheduling, and other program attributes based on business needs. Ambassador eligibility shall be determined by Authority Seniority unless other specific skills and qualifications are needed for a position. The Authority may deny access to the cross-training program to Ambassadors who have active disciplinary documents in their file in accordance with Article 21. Ambassadors will maintain their rate of pay and classification seniority as they would in their current position.

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## **Article 16**

### **RETIREMENT CONTRIBUTION**

#### 16.1 – Employer-Pay Contribution Plan

The Authority will pay the ~~employee's~~ Ambassador's portion of the retirement contribution under the employer-pay contribution plan in the manner provided for by Chapter 286 of Nevada Revised Statutes.

#### 16.2 –Increases And Decreases

- a. Any future increase in the percentage rate of the retirement contribution above the rate set forth in NRS 286.421 will be borne equally by the Authority and ~~employee~~ Ambassador and will be paid in the manner provided by NRS 286.421.
- b. Any decrease of the retirement contribution will be shared equally by the Authority and the ~~employee~~ Ambassador.

#### 16.3 – Retirement Contribution

The term retirement contribution does not include any payment for the purchase of previous credit service on behalf of any ~~employee~~ Ambassador.

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## **Article 17**

### **HEALTH AND SAFETY**

#### 17.1 – Health and Safety Committee

- a. The Authority will establish and maintain Safety Committee(s) as required by NRS 618.383 and NAC 618.540. The Safety Committee(s) shall include ~~employee\_~~ Ambassador representatives from a cross section of classifications throughout the Authority as selected by the ~~employees~~ Ambassadors.
- b. The Committee will submit in writing any consensus recommendations directed at enhancing the mutual goal of the Union and the Authority, to promote a safe work environment. Such recommendation will be forwarded to the department director and ~~Ssafety~~ Mmanager, who will respond in writing to the Committee within 14 working days of the Authority's disposition of the recommendations of the Committee.

#### 17.2 – Laws

The Authority and its ~~employees~~ Ambassadors agree to comply with all local, state, and federal health and safety laws, regulations, and guidelines.

#### 17.3 – Authority-Required Uniforms and Tools

Authority-required uniforms and tools will be provided at no cost to ~~employees\_~~ Ambassadors, except for firearms for ~~Security~~ Customer Safety personnel.

#### 17.4 – Protective Devices

- a. Protective devices, wearing apparel, and other equipment such as safety shoes, coveralls, goggles, and hard hats determined by the Authority or appropriate governmental agency to be necessary for protection from accidents and health hazards will be provided by the Authority. Where such protective devices are required for the safety of ~~employees~~ Ambassadors, the ~~employees\_~~ Ambassadors must wear them while working or in the required area. Failure to do so will result in progressive disciplinary action.
- b. The Authority will provide a shoe allowance up to ~~\$125-175~~ for ~~employees\_~~ Ambassadors required to wear safety shoes. ~~Employees\_~~ Ambassadors will receive an additional shoe allowance when their current shoes are rendered unserviceable. ~~Employee\_~~ Ambassadors will be required to demonstrate need for new shoes.
- c. However, the Authority may assess a fair charge to cover loss of uniforms and protective devices provided by the Authority under this section resulting from failure to exercise reasonable care or for willful destruction of such safety equipment or clothing. This does not include circumstances beyond the ~~employee's\_~~ Ambassador 's control.

#### 17.5 – Safe Working Conditions

- a. The Union will cooperate with the Authority in maintaining safe working conditions. In an effort to maintain this spirit of cooperation, any ~~employee-Ambassador~~ who believes a working condition or machinery to be unsafe must immediately inform ~~his/her- their~~ supervisor. Should the supervisor conclude that the working condition or equipment is safe and the ~~employee- Ambassador~~ insists to the contrary, the ~~employee- Ambassador~~ must notify the Safety ~~Mm~~anager or the Safety Committee and the Union steward so that the matter will be brought to the attention of the manager for conclusive action.
- b. During the time of investigation, the ~~employee- Ambassador~~ may be reassigned to perform other duties.

#### 17.6 – Special Examinations

If an ~~employee- Ambassador~~ performs duties which might jeopardize the safety of fellow ~~employees Ambassadors~~, the ~~employee- Ambassador~~ for reasonable cause, may be required to undergo special examinations from time to time at the Authority's expense to see that ~~he/she- they~~ meets acceptable physical and mental standards.



## **Article 18**

### **WORK-RELATED INJURIES**

#### 18.1 – Industrial Accident Benefits

All ~~employees- Ambassadors~~ will be covered by the provisions of the Nevada Industrial Insurance Act (Chapter 616 of the NRS) and the Nevada Occupational Disease Act (Chapter 617 of the NRS) that provide for payment of industrial accident benefits and compensation for partial and temporary total disability (TTD) arising from industrial injuries and occupational diseases, hereinafter collectively referred to as "injury."

#### 18.2 – Supplemental Amount

- a. In the event an ~~employee- Ambassador~~ has an injury, ~~he/she- they~~ will, unless found negligent, receive in addition to the compensation as provided by Chapter 616 or 617 of the NRS, a supplemental amount from the Authority, which would cause the total amount received by the ~~employee- Ambassador~~ from the work-related injury and the Authority to equal ~~his/her- their~~ salary at the time of ~~his/her- their~~ injury.
- b. The supplemental compensation will start with the first day of absence due to the injury as directed by the treating physician, but will not exceed 340 work hours for the same injury and/or claim.
- c. Supplemental compensation for the same injury and/or claim will not be available after the expiration of 6 months from the date of original injury, unless the ~~employee- Ambassador~~ thereafter requires surgery as a result of such injury and/or claim. During this period, the ~~employee- Ambassador~~ will not forfeit any accrued PTO leave.
- d. Successful completion of the new-hire introductory period is required in order to qualify for the supplemental compensation from the Authority.
- e. It is the intent of the Authority to pay the on-the-job injured ~~employee- Ambassador~~ as salary continuance, the difference between full bi-weekly salary and that provided pursuant to Chapter 616 or 617 of the NRS.

#### 18.3 – Utilization of PTO

If an ~~employee- Ambassador~~ who has received TTD, including supplemental compensation up to the maximum 340 work hours, is unable to return to work, ~~he/she- they~~ may elect to utilize accrued PTO to supplement the benefits as provided pursuant to Chapter 616 or 617 of the NRS.

#### 18.4 – Utilization of Comp Time

If ~~the employee- Ambassador~~ is still unable to work after PTO has been exhausted, ~~he/she- they~~ will be permitted to use ~~his/her- their~~ accrued comp time.

#### 18.5 – Light Duty

For transitional (light) duty, the Authority will follow NRS 616C.475.

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**Article 19-**  
**LAYOFF REDUCTION IN FORCE AND RECALL**  
**Revised on August 10, 2021**

~~If in the event that~~ the Board of Directors approves a reduction to the overall adopted budget, as recommended by management based on economic necessity, the Union and management will agree to meet and confer to discuss any/all possible options prior to the implementation of any layoff reduction in force or furlough procedures.

19.1 – ~~Order of Layoff~~Reduction In Force

- a. Reductions in force will be made within classification, in inverse order of seniority within the classification.
- b. The Authority will make the determination of the number of positions within each classification to be reduced, based on business need. ~~If it is determined that a layoff is necessary, employees will be laid off in the following order:~~
- c. The Authority may exempt 4% of the total number of bargaining positions authorized in the current budget and retain them regardless of seniority. If the 4% does not equal an exact number of Ambassadors, the fraction shall be rounded to the next higher whole number.
- d. Any exemption that is necessary because of any affirmative action program or laws pertaining to equal employment opportunity shall not be deemed a part of the above 4% but shall be in addition thereto.
- e. The Authority shall provide the Union with a complete list of exemptions 5 business days prior to the notification of those Ambassadors to be separated. The Authority shall update the list of exemptions whenever a reduction in force is required, but not more often than once every 12 months.
- ~~a.~~ Within classification, temporary, part-time, intermittent, and introductory ~~employees- Ambassadors~~ will be ~~laid-separated off~~ first.
- ~~b.~~ ~~Unless a less senior employee possesses necessary skills and abilities unavailable from more senior employees, layoff will be in inverse order of seniority within the affected class, as determined by the senior executive in Human Resources.~~

19.2 – Reassignments

- a. In order to avoid an actual layoff reduction in force, the Authority may cause the reassignment, change of shifts, transfer, demotion or any combination thereof. In the event of a reassignment in lieu of a layoff reduction in force, the least senior ~~employee(s) Ambassador(s)(s)~~ in the classification(s) affected by a layoff reduction in force will be reassigned.
- ~~a.b.~~ Under the provisions of this article, the assignment of an ~~employee~~ Ambassador to a position within a classification will be at the discretion of the division Senior Vice President, in consultation with the senior executive in

Human Resources Authority.

19.3 – Bumping Down

~~a.f. Employees-Ambassadors~~ who are affected by a layoff-reduction in force will have the right on a seniority basis to elect to bump down ~~in the same section-~~ into a classification that the ~~employee~~Ambassador has completed an introductory period, provided the classification exists. ~~For the purposes of this article, "section" is defined in the "Definitions" article of this Agreement.~~

~~b.g.~~ The right to bump includes bumping from a supervisory bargaining position into any previously held bargaining position. ~~No employee will have the right to bump to a position in another section or to bump to a position of a higher salary grade than he/she currently fills.~~

~~c.h.~~ An ~~employee-Ambassador~~ who is bumping down will retain ~~his/her- their~~ salary, but will not exceed the top out salary of the classification. ~~His/her-The~~ Ambassador's anniversary date will not be adjusted. The Ambassador will be subject to the reduction in force protocol in the classification bumped into, based on seniority earned in the classification.

19.4 – Notice

Prior to ~~layoff/separation~~, ~~employees-Ambassadors~~ affected will be given at least 4 weeks written notification or 4 weeks' pay in lieu of such notice, except as noted below.

If the Authority effects a reduction in force for other non-bargaining Ambassador groups, Ambassadors covered by this Agreement may elect to receive benefits provided under any other current such program instead of the benefits provided by this article. In either case, the Ambassador shall retain their recall rights.

19.5 – Contract Out Work

The Authority will not contract out work to be performed in or about the ~~CashmanCenter or~~ Las Vegas Convention Center, or any other facility or site under the jurisdiction of Authority Board of Directors, which is normally performed by current ~~employees-Ambassadors~~ in order to effect or as a result of a ~~layoff-reduction in force~~ except as outlined below.

- a. With reference to the work being considered for contracting out, ~~the no employee-Ambassador on layoff does not-~~ subject to a reduction in force possesses the qualifications, skills and abilities to perform the work;
- b. The contract work would be for a duration of less than 3 consecutive weeks;
- c. The work is emergency situations, such as utility failure, substantial structural damage or similar occurrences as determined by ~~management~~the Authority.

#### 19.6 – Recall List

- a. Any ~~employee Ambassador~~ (s) demoted or ~~laid-offseparted~~ under this article will, based upon seniority, have ~~his/her\_ their~~ name placed on an appropriate recall list for a period of 1~~52~~ months. ~~Employee Ambassador~~ (s) ~~on layoff-separated through a reduction in force~~ will be notified by certified mail, return receipt requested, at~~his/her\_ their~~ last known address and will within 10 days of attempt to deliver, respond affirmatively by certified mail or in person that ~~he/she\_ they is are~~ accepting the offer of recall. Failure to respond will mean that the person has refused the offer of recall and the person will be removed from the recall list. The person must be available for work on the date established by the Authority.

~~Any employee demoted or laid off, before or on October 2, 2020, under this article due to the business impact of the COVID-19 pandemic on the Authority will, based upon seniority, have his/her name placed on an appropriate recall list for a period of 18 months.~~

- b. When positions become available in a class~~ification-in-a-section~~, personnel who have been ~~laid-offseparted~~ or demoted in that class~~ification from that section~~ will be recalled in inverse\_order of ~~layoffseparation~~. ~~The order of recall will be:~~
- ~~1. — Employees who have been demoted as a result of this article based on the same criteria in Section 1b.~~
  - ~~2. — Former (laid off) employees who held a position in the same class based on the same criteria in Section 1b.~~
- c. Upon return to work, the ~~employee- Ambassador~~ will receive an adjusted service and anniversary date if the ~~layoff separation~~ was for a period of ~~15-30~~ or more days and all benefits for which qualified will be reinstated relative to ~~his/her\_ their~~ adjusted service date.

## **Article 20**

### **DISPUTE RESOLUTION**

#### 20.1 – Intent

It is the intent of this article to provide an exclusive procedure for the resolution of certain disputes between (an) ~~employee Ambassador~~ (s) and the Authority and/or the Union and the Authority. The Union and the Authority should, however, make every possible effort to settle differences without making use of the procedure contained in this Article.

#### 20.2 – Exclusions

Disputes specifically excluded by other Articles of this Agreement from the grievance and arbitration procedure will not be subject to the procedures set forth herein.

#### 20.3 – Definition of Grievance

A grievance is any dispute or difference of opinion between the Union and the Authority involving the meaning, interpretation or application of this Agreement. Resolution of disputes relating to the meaning, interpretation or application of this Agreement shall be settled in accordance with the terms of this Article. The procedures set forth in this Article shall be the exclusive remedy for any such dispute.

#### 20.4 – Presentation of Grievances and Responses

All grievances presented in accordance with this Article shall set forth: 1) the facts giving rise to the grievance; 2) the provision(s) of the Agreement, if any, alleged to have been violated; 3) the name(s) of the aggrieved ~~employee Ambassador~~ (s); and 4) the remedy sought. All grievances shall be signed and dated by the ~~employee- Ambassador~~ and/or ~~his/her- their~~ Union representative. Any grievance not satisfying these requirements will be dismissed by the Authority, but the Union shall have five (5) working days to correct any deficiencies within the grievance following notification of the deficiency by the Authority. All written responses submitted by the Authority shall be signed and dated, including electronically, by the appropriate Authority representative.

#### 20.5 – Time Limitations

The time limitations set forth in this Article and/or mutually-agreed upon time extensions in writing, are the essence of this Agreement. No grievances shall be accepted by the Authority unless they are submitted or appealed within the time limits set forth in Article 20.7 of this Agreement. If a grievance is not submitted in a timely manner, it shall be deemed waived. If the Authority fails to respond within the time limits set forth in Article 20.7 of this Agreement, the grievance shall automatically be considered sustained in all respects and the remedy will be promptly implemented. If mutually agreed, either party may request in writing a waiver of the time limitations set forth in this Article.

#### 20.6 – ~~Employee's- Ambassador's~~ Responsibility to Work

Unless illegal, immoral, or unsafe, the ~~employee- Ambassador~~ has the obligation to work as assigned and then grieve the assignment at a later date.

## 20.7 – Grievance Procedure

### STEP 1: Written Grievance to ~~Human Resources~~ Department Head

The ~~employee Ambassador~~ and/or the Union representative, no later than ten (10) working days from the date the ~~employee Ambassador~~ and/or Union knew or should have known of the events giving rise to the grievance, must submit the written grievance to ~~Human Resources People and Culture~~.

Within ten (10) working days of receipt of the grievance, the Department Head or their designee, a People and Culture representative, a Union representative, and the affected Ambassador will meet to try to resolve the problem. A notification of the meeting time, date, and location will be sent via email to the Union representative and the Ambassador prior to the meeting.

The senior executive in ~~Human Resources People and Culture~~ shall designate the ~~individual Department Head~~ to respond to the grievance and said individual shall give ~~his or her~~ their written answer to the grievance within ten (10) working days of ~~receipt of the grievance~~ the meeting. If the grievance is not resolved at this level, it may proceed to Step 2.

### STEP 2: Written Grievance to Senior Executive in ~~Human Resources~~ People and Culture or Designee

If the grievance is not resolved at Step 1, the ~~employee Ambassador~~ and/or the Union representative, no later than ten (10) working days after receipt of the Step 1 written response (as indicated by the ~~Human Resources People and Culture~~ Department's time/date stamp), may advance the written grievance to the senior executive in ~~Human Resources People and Culture~~ or ~~his/her~~ their designee. No later than ten (10) working days after receipt of said written notice, the senior executive in ~~Human Resources People and Culture~~ or ~~his/her~~ their designee shall meet with the ~~employee Ambassador~~ and/or Union representative. The senior executive in ~~Human Resources People and Culture~~ or ~~his/her~~ their designee shall give a written response to the grievance within ten (10) working days after such meeting, which response shall be final and binding on the ~~employee Ambassador~~, the Union and the Authority, unless it is appealed in a timely manner to Step 3.

### STEP 3: Appeal to Arbitration

Any grievance that has been properly processed in a timely manner through the grievance procedure and has not been resolved at the conclusion of Step 2, may be appealed to arbitration by the Union, by serving the Authority with written notice of its intent to appeal. The failure to appeal a grievance to arbitration in accordance with this Article within ten (10) working days (as indicated by the ~~Human Resources People and Culture~~ Department's time/date stamp) after receipt of the written response of the Authority at Step 2 of the grievance procedure shall constitute a waiver of the Union's right to appeal to arbitration, and the written response of the Authority at Step 2 of the



grievance procedure shall be final and binding on the ~~employee~~ Ambassador, the Union and the Authority.

#### 20.8 - Mediation

Prior to invoking arbitration, the parties by mutual agreement may agree to submit any dispute to mediation. The mediator may be selected from the Federal Mediation and Conciliation Service ("FMCS") or other mutually agreed upon third party.

#### 20.9 – Selection of Arbitrators

An arbitrator will be selected by mutual agreement of both parties. If the parties are unable to mutually agree, the parties will jointly request the FMCS to furnish a panel of seven (7) arbitrators from which an arbitrator will be selected. The parties agree that as much as practical, local arbitrators who are members of the National Academy of Arbitrators will be selected. The selection will be accomplished by the Union first, and the Authority next, each striking one name from the list in turn until only one name remains. Each party will have the right to reject one panel of arbitrators. Both parties will make every effort to mutually set forth the issue(s) to be arbitrated in advance of the arbitration hearing date.

#### 20.10 – Arbitrator's Jurisdiction

The jurisdiction and authority of the arbitrator and ~~his/her~~ their opinion and award shall be confined exclusively to the interpretation and/or application of the express provision(s) of this Agreement at issue between the Union and the Authority. ~~He/she~~ They shall have no authority to add to, detract from, alter, amend, or modify any provision of this Agreement; to impose on either party a limitation or obligation not explicitly provided for in this Agreement; or to establish or alter any wage rate, wage structure, or new position. The arbitrator shall not hear or decide more than one grievance without the mutual consent of the Authority and the Union. The written award of the arbitrator on the merits of any issue adjudicated within ~~his/her~~ their jurisdiction and authority shall be final and binding on the ~~employee~~ Ambassador, the Union, and the Authority.

#### 20.11 – Fees and Expenses of Arbitrator

All fees and expenses of the arbitrator, court reporter, original transcript and hearing room shall be equally borne by the Authority and the Union. The cost of the court reporter shall be borne by the party ordering a court reporter; provided, however, if both parties seek a transcript, then the cost of the court reporter shall be borne equally by the parties.

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## Article 21 CORRECTIVE ACTION AND DISCIPLINE

### 21.1 – Just Cause

No ~~employee~~ Ambassador who has satisfactorily completed ~~his/her~~ their introductory period may be disciplined without just cause.

### 21.2 – Coaching and/or Counseling

The Authority endeavors to follow progressive discipline. In certain circumstances, however, the Authority may coach and/or counsel an ~~employee~~ Ambassador for the purpose of addressing performance and/or conduct issues at the earliest possible opportunity to maximize opportunities for improvement. Coaching and/or counseling are not considered discipline and are not subject to the provisions of Article 20.

### 21.3 – Progressive Discipline

The parties agree to follow progressive discipline; however, the Union recognizes the need for more severe disciplinary action in the event of a major violation of established rules, regulations or policies. Progressive discipline includes:

- Verbal Warning/Performance Improvement Notice ("PIN")
- Written Warning/PIN
- Suspension Without Pay (up to 3 days)
- Final Suspension without Pay
- Termination

Progressive discipline for attendance-related issues will be tracked separately from discipline for other ~~employee~~ Ambassador infractions.

a. In lieu of termination, the Authority may offer Ambassadors the opportunity to enter into a Last Chance Agreement for violations of the Authority's drug and alcohol policy. Ambassadors covered by this Agreement will be covered by the Authority's Last Chance Agreement policy covering all Ambassadors, which may require scheduled and/or random testing, treatment, leave, and other terms as a condition of continued employment. Ambassadors who take leave for treatment under a Last Chance Agreement will be allowed to use Paid Time Off as provided for in this Agreement. The use of a Last Chance Agreement shall be at the discretion of the Authority, and may not be provided for situations involving accident, injury, or other significant factors.

### 21.4 – Duty to Furnish Disciplinary Documents

The Authority recognizes its obligation to provide to the Union, and the Union's right to request in writing, all relevant documents (i.e., reports, statements, etc.) utilized in any disciplinary proceedings undertaken by the Authority directed to an ~~employee~~ Ambassador. Such documents will be provided to the Union as soon as practicable following the Union's written request, but no later than five (5) working days, unless otherwise agreed to by the Union and the Authority.

### 21.5 – Personnel File

Upon written request or authorization by an ~~employee Ambassador~~, the ~~employee's Ambassador's~~ attorney or Union representative may obtain, at ~~his/her~~ their expense, data/documents that are necessary in preparation of an appeal or grievance from the personnel file of the ~~employee Ambassador~~. The permanent file which is maintained in the ~~Human Resources People and Culture~~ Department is recognized as the ~~employee's Ambassador's~~ "personnel file" for the purpose of this Agreement. The Authority will recognize the right of the Union to exclusively represent ~~employees Ambassadors~~ covered by this Agreement, unless it receives written notice from the Union giving up its right to do so.

### 21.6 – Disciplinary Meetings

The Authority hereby agrees that it will honor a request by an ~~employee Ambassador~~ for Union representation where the subject matter of the meeting involves the actual discipline of that ~~employee Ambassador~~. The ~~employee Ambassador~~ is responsible for contacting a representative in a timely manner. Lack of timely response by the representative is not grounds for delaying or postponing the meeting. The Authority shall give ~~employees Ambassadors~~ at least 24 hours notice of a planned disciplinary meeting so the ~~employee Ambassador~~ can have a representative present.

### 21.7 – Investigations

- a. When an allegation is made against an ~~employee Ambassador~~ or when the Authority receives an allegation against an ~~employee Ambassador~~ and determines an investigation is warranted, the Authority may decide that it is in the ~~employee's Ambassador's~~ and/or Authority's best interest to suspend the ~~employee Ambassador~~ pending investigation.
- b. Any ~~employee Ambassador~~ who is the subject of an investigation or is involved in any investigation in any capacity shall be notified by the Authority up to 24 hours prior to appearing at any investigatory meeting. The Union and the Authority agree certain issues/incidents may require an immediate investigatory meeting. The ~~employee Ambassador~~ shall be entitled to a representative and is responsible for contacting a representative in a timely manner. The Authority may also assist in securing a representative for the ~~employee Ambassador~~.
- c. Any ~~employee Ambassador~~ suspended pending investigation will be entitled to use earned PTO. If the Authority finds that there was no violation, the ~~employee Ambassador~~ will be reimbursed for whatever earned PTO ~~he/she~~ they used during the suspension pending investigation. If the investigation takes longer than five (5) working days, defined as Monday through Friday, excluding holidays, the Authority will place the ~~employee Ambassador~~ on paid administrative leave.
- d. Documentation relating to investigations of allegations which do not result in corrective or disciplinary action will not become part of the ~~employee's Ambassador's~~ personnel record under any circumstances, and will not be used

or referenced in any disciplinary proceeding.

- e. The Authority's current policy regarding the confidentiality of ~~employee\_~~ Ambassador records will be applied to any investigatory documents concerning an ~~employee~~ Ambassador, except as may otherwise be required by applicable state, federal or local laws, regulations or ordinances.

#### 21.8 – Rebuttal to and Review of Verbal and/or Written Warning

- a. As soon as practical, but no later than ten (10) working days of receipt of a verbal or written warning, an ~~employee\_~~ Ambassador who believes the warning is not based on just cause may submit a rebuttal to the Authority's ~~Human-Resources~~ People and Culture Department explaining in detail why ~~he/she\_~~ they believes the warning lacks just cause. Such rebuttal will be attached to the warning and a copy forwarded to the ~~employee's~~ Ambassador's Department Head.
- b. The Union and the Authority agree that the ~~E~~mployee ~~M~~anagement ~~R~~eview ~~C~~ommittee (EMRC) may be used for the purpose of reviewing the validity of a verbal or written warning.
- c. An ~~employee\_~~ Ambassador may submit a grievance concerning a verbal or written warning in accordance with the grievance procedure set forth in Article 20.7. A decision at Step 2 of the grievance procedure shall be final and binding on the ~~employee~~ Ambassador, the Union and the Authority. Verbal and written warnings are excluded from the mediation and arbitration provisions of Article 20 of this Agreement.

#### 21.9 – Suspension and Demotion Appeals

An ~~employee's~~ Ambassador's challenge of a suspension or demotion decision shall be processed in accordance with the grievance procedure set forth in Article 20.7 of this Agreement.

#### 21.10 – Suspension Pending Termination

An ~~employee\_~~ Ambassador who has satisfactorily completed ~~his/her\_~~ their introductory period and is recommended for termination from the Authority will first be issued a written statement setting forth the charges upon which the proposed termination is based. The written statement will be in the form of a Suspension Pending Termination (SPT) Performance Improvement Notice (PIN).

#### 21.11 – Pre-Termination Hearing

- a. Prior to the termination of any ~~employee\_~~ Ambassador who has satisfactorily completed ~~his/her\_~~ their introductory period, the Authority shall conduct an informal pre-termination hearing. If the Authority chooses to remove the ~~employee\_~~ Ambassador from the worksite prior to the pre-termination hearing, the ~~employee\_~~ Ambassador will be entitled to use any earned PTO ~~he/she\_~~ they ~~has\_~~ have accrued. If the ~~employee\_~~ Ambassador is returned to work, ~~he/she\_~~ they will be reimbursed for any PTO used.

- b. The pre-termination hearing will be conducted in accordance with the following steps, time limits, and conditions:

Step 1. The pre-termination hearing shall be conducted within ten (10) working days (unless otherwise extended by mutual agreement) following the date of the ~~employee's Ambassador's~~ receipt of notice recommending termination before a hearing officer who shall be a Vice President from a division other than the ~~employee's Ambassador's~~. If desired by the ~~employee Ambassador~~, a Union representative may attend the pre-termination hearing, consistent with the Union's exclusive right to represent covered ~~employees Ambassadors~~ under this Agreement. The ~~employee Ambassador~~ will notify the senior executive in ~~Human Resources People and Culture~~ in writing of the name and address of ~~his/her their~~ representative.

Step 2. The ~~employee Ambassador~~ shall be given at least three (3) working days' notice prior to the hearing, which notice will include the time and location of the pre-termination hearing.

The hearing will not follow formal rules of evidence and will be conducted in an informal manner. The hearing will be conducted by the hearing officer. Management's representative will explain the charges against the ~~employee Ambassador~~ and supporting evidence. The ~~employee Ambassador~~ will be provided the opportunity to respond to all specified charges.

Step 3. The pre-termination hearing officer will render a reasoned decision in writing within five (5) working days and forward it to the ~~employee Ambassador~~, the ~~employee's Ambassador's~~ representative, and the senior executive in ~~Human Resources People and Culture~~.

Step 4. The hearing officer may uphold or rescind the recommendation for termination, and/or impose other discipline in lieu of termination.

- c. If the hearing officer rescinds the termination recommendation, the ~~employee Ambassador~~ will be reinstated and reimbursed for any PTO ~~he/she they~~ used while removed from the worksite pending the pre-termination hearing.
- d. If the hearing officer upholds the termination recommendation, the ~~employee Ambassador~~ is terminated as of that date.

#### 21.12 – Termination Appeals

An ~~employee Ambassador~~ who is terminated may, within ten (10) working days from receipt of the pre-termination hearing officer's decision, appeal the decision to arbitration in accordance with Article 20.7 of this Agreement.

#### 21.13 – Removal of Coaching and/or Counseling and Discipline From ~~Employee Ambassador~~ - Personnel File

Coaching and/or Counseling and ~~D~~disciplinary documents, unless otherwise specifically excluded, are subject to removal from an ~~employee's Ambassador's~~ personnel file, upon written request of an ~~employee Ambassador~~ to ~~Human~~

~~Resources~~ People and Culture, after eighteen (18) months from date of issuance provided that no ensuing coaching and/or counseling or discipline of the same disciplinary track (attendance or other Ambassador infractions) occurred. Coaching and/or Counseling and d Disciplinary documents removed from an ~~employee's~~ Ambassador's personnel file shall be considered null and void and will not be used in future disciplinary matters. Discipline related to theft, drug or alcohol policy violations, physical attacks, workplace violence, and/or harassment/discrimination are ~~is~~ not subject to removal from an ~~employee's~~ Ambassador's file.

## Article 22 DEFINITIONS

Unless the context otherwise requires, the words and terms used in this Agreement will have the meanings ascribed to them below. Any words or terms not ascribed below will be interpreted in their context as appears in this Agreement and, if no context is apparent, will be given their plain and ordinary meaning.

Adjusted Service Date. An ~~employee's Ambassador's~~ date of service, adjusted to account for occasions when an ~~employee- Ambassador~~ accumulates 120 hours (15 days) or more of non-FMLA\_ leave in an unpaid status in a service year. This does not apply to time lost due to furlough.

Administrative Employee. (as defined by NRS 288.025). Any employee whose primary duties consist of work directly related to management policies, who customarily exercises discretion and independent judgment and regularly assists an executive. In addition, it includes the chief administrative officer, his deputy and immediate assistants, department heads, their deputies and immediate assistants, attorneys, appointed officials and others who are primarily responsible for formulating and administering management policy and programs.

Anniversary/Service Date. The date on which an ~~employee- Ambassador~~ commences full-time employment in a full-time budgeted position and continuing until separation from the Authority employment, minus any break in service, unless otherwise delineated in the Agreement.

Break in Service. Those periods of absence of 15 days or more during which an ~~employee- Ambassador~~ is not in pay status and ineligible to accrue PTO and other benefits, unless otherwise delineated in the Agreement.

Call-In/Call-Back. Call back pay is defined as compensation earned for returning to ~~his/her\_ their~~ work site for duty after the ~~employee- Ambassador~~ has completed ~~his/her\_ their~~ shift, departed from the work site, and is off duty for a period of time and is requested to return to ~~his/her\_ their~~ work site with less than 12 hours' notice.

Classification. An Authority position/job title.

Confidential Employee. (NRS 288.170(6a)). An employee who is involved in the decisions of management affecting collective bargaining and has been designated as confidential by the Authority. In addition to those designated as "Administrative", it includes employees occupying positions in the General Government, Information Technology, Payroll, and some ~~Security-Customer Safety~~ personnel. Confidential employees are not covered by this Agreement.

Demotion. The movement of an ~~employee- Ambassador~~ from one classification to another classification with a lower salary range.

Department. A department is the second level of organization below division level. The levels are (1) division, (2) department, (3) section, and (4) section unit.



Designated Family Member. ~~Employee's Ambassador's~~ spouse, domestic partner registered with the state of Nevada, brother, sister, half-brother, half-sister, parents, children, step-parents, step-brother, step-sister, step-children, step-grandchildren, grandchildren, father-in-law, mother-in-law, sister-in-law, brother-in-law, daughter-in-law, son-in-law, grandparents-in-law, grandparents, and step grandparents.

Division. A division is the highest level of organization within the Authority. The Authority comprises ~~three-four~~ divisions: General Government, Marketing, Sales, and Operations.

Full-time ~~Employee Ambassador.~~ One who is hired to fill a budgeted position.

Introductory ~~Employee Ambassador.~~ One who is hired to fill a budgeted position, but has not completed the introductory period. Introductory ~~employees- Ambassadors~~ are considered "at will" ~~employees- Ambassadors~~ and are not subject to the provisions of Article 20 of the Agreement. The introductory period for non-supervisory ~~employees- Ambassadors~~ is six months. The introductory period for supervisory ~~employees- Ambassadors~~ is one year.

Lateral Transfer. A change in an ~~employee's Ambassador's~~ position from one classification to another of the same pay grade/range based on qualifications.

On-Call. An ~~employee Ambassador~~ not employed in a budgeted position, working variable hours not to exceed 1,040 hours per fiscal year.

Part-time. An ~~employee- Ambassador~~ who is regularly scheduled to work in a set schedule fewer than 30 hours per week, not to exceed 1,040 hours per fiscal year.

Phone Contact. When an off-duty ~~employee- Ambassador~~ is called for consultation via the telephone or any other method and the ~~employee- Ambassador~~ assists the Authority when they are on the phone, each call is considered time worked and is paid minute for minute. Minutes will be totaled per pay period and, if necessary, rounded up or down to the nearest quarter hour.

Progressive Discipline. Includes Verbal Warning/Performance Improvement Notice ("PIN"), Written Warning/PIN, Suspension Without Pay (up to 3 days), Final Suspension without Pay, and Termination.

Promotion. A change in an ~~employee's Ambassador's~~ position from one classification to another of a higher pay grade/range that creates a vacancy.

Qualifying Period. A period of time, not to exceed six (6) months, following an ~~employee's- Ambassador's~~ transfer, promotion, or demotion during which an ~~employee's- Ambassador's~~ suitability for the position is evaluated.

Review Committee. Composed of (1) a Vice President from a division other than the ~~employee's Ambassador's~~, (2) the senior executive in ~~Human Resources People and Culture~~ or designee, (3) the Chief Steward, and (4) a steward or their designee by submitting a written request to the senior executive of ~~Human Resources People and Culture~~. (Review Committee's purpose is outlined in Article 7.)

Seasonal. An ~~employee- Ambassador~~ who is hired for a limited period of time for seasonal positions, regardless of number of hours worked per week, not to exceed 1,040 hours per fiscal year.

Section. A section is the third level of organization within the Authority below division level. The levels are (1) division, (2) department, (3) section, and (4) section unit.

Section Unit. A section unit is the fourth level of organization within the Authority below section level. The levels are (1) division, (2) department, (3) section, and (4) section unit.

Seniority.

- a. Authority Seniority. The amount of an ~~employee's~~ Ambassador's continuous length of employment with the Las Vegas Convention and Visitors Authority. If an ~~employee~~ Ambassador separates employment from the Authority and is subsequently rehired, the new hire date will be the ~~employee's~~ Ambassador's new Authority seniority date.
- b. Classification Seniority. The amount of an ~~employee's~~ Ambassador's length of employment within a particular classification. Any time spent outside a classification in excess of a qualifying period will result in a new classification seniority date upon the ~~employee's~~ Ambassador's return to the classification, unless the return to a previously-held classification is at the direction of the Authority based solely on Authority business or operational needs.
- c. Introductory ~~employees~~ Ambassadors have no seniority rights. At the successful conclusion of the introductory period, the length of continuous employment will be recorded as the original date of hire.
- d. ~~Employees~~ Ambassadors accrue seniority during all paid leave time.
- e. An ~~employee~~ Ambassador loses seniority under the following conditions:
  - (1) When ~~he/she~~ they is are separated from employment either voluntarily or involuntarily.
  - (2) When ~~he/she~~ they is are removed from a recall list.
- f. If two or more eligible ~~employees~~ Ambassadors have identical Classification ~~S~~seniority levels, preference will be given to the ~~employee~~ Ambassador with greater Authority Seniority. If a tie still remains, preference will be given based on the last four (4) digits of the Ambassador's Social Security Number, with the smaller number being first. ~~the earlier date and time of application for the classification as reflected in the application system.~~

Shift. An ~~employee's~~ Ambassador's scheduled period of work.

Shift Change. A change that may affect starting and stopping times, scheduled days off, and/or work location of an ~~employee~~ Ambassador.

Shift Differential. The premium authorized to be paid to an ~~employee~~ Ambassador above ~~his/her~~ their regular straight-time hourly rate of pay for working a regularly scheduled shift other than a day shift. Shift differential will be paid on PTO and holidays, but will not be paid on buyout at the time of separation from the Authority.

Standby. Time in which an ~~employee~~ Ambassador is required by the department head or designee to be available by telephone or required to carry a radio or cellular phone and be within ~~one hour~~ one-hour response capability so that ~~he/she~~ they may immediately respond to any calls received.

Temporary. An ~~employee~~ Ambassador hired to work for a limited period to fill a vacancy until normal hiring practices and procedures can be completed or to

supplement the regular work force, even though no authorized position vacancy exists, and not to exceed 1,040 hours per fiscal year.

**APPENDIX B**  
**LAS VEGAS CONVENTION AND VISITORS AUTHORITY**  
**SALARY RANGES FOR ALL BARGAINING AMBASSADORS**  
**EFFECTIVE JULY 1, 2018**

**Annual  
Bi-Weekly  
Hourly  
Overtime  
Holiday**

	<b>Step-0</b>	<b>Step-1</b>	<b>Step-2</b>	<b>Step-3</b>	<b>Step-4</b>	<b>Step-5</b>	<b>Step-6</b>	<b>Step-7</b>	<b>Step-8</b>	<b>Step-9</b>	<b>Step-10</b>
<b>9</b>	31,574.40	32,822.40	34,153.60	35,568.00	36,961.60	38,417.60	40,019.20	41,662.40	43,243.20	44,907.20	46,820.80
	1,214.40	1,262.40	1,313.60	1,368.00	1,421.60	1,477.60	1,539.20	1,602.40	1,663.20	1,727.20	1,800.80
	<b>15.18</b>	<b>15.78</b>	<b>16.42</b>	<b>17.10</b>	<b>17.77</b>	<b>18.47</b>	<b>19.24</b>	<b>20.03</b>	<b>20.79</b>	<b>21.59</b>	<b>22.51</b>
	22.77	23.67	24.63	25.65	26.66	27.71	28.86	30.05	31.19	32.39	33.77
	37.95	39.45	41.05	42.75	44.43	46.18	48.10	50.08	51.98	53.98	56.28
<b>10</b>	32,822.40	34,153.60	35,568.00	36,961.60	38,417.60	40,019.20	41,662.40	43,243.20	44,907.20	46,820.80	48,609.60
	1,262.40	1,313.60	1,368.00	1,421.60	1,477.60	1,539.20	1,602.40	1,663.20	1,727.20	1,800.80	1,869.60
	<b>15.78</b>	<b>16.42</b>	<b>17.10</b>	<b>17.77</b>	<b>18.47</b>	<b>19.24</b>	<b>20.03</b>	<b>20.79</b>	<b>21.59</b>	<b>22.51</b>	<b>23.37</b>
	23.67	24.63	25.65	26.66	27.71	28.86	30.05	31.19	32.39	33.77	35.06
	39.45	41.05	42.75	44.43	46.18	48.10	50.08	51.98	53.98	56.28	58.43
<b>11</b>	34,153.60	35,568.00	36,961.60	38,417.60	40,019.20	41,662.40	43,243.20	44,907.20	46,820.80	48,609.60	50,606.40
	1,313.60	1,368.00	1,421.60	1,477.60	1,539.20	1,602.40	1,663.20	1,727.20	1,800.80	1,869.60	1,946.40
	<b>16.42</b>	<b>17.10</b>	<b>17.77</b>	<b>18.47</b>	<b>19.24</b>	<b>20.03</b>	<b>20.79</b>	<b>21.59</b>	<b>22.51</b>	<b>23.37</b>	<b>24.33</b>
	24.63	25.65	26.66	27.71	28.86	30.05	31.19	32.39	33.77	35.06	36.50
	41.05	42.75	44.43	46.18	48.10	50.08	51.98	53.98	56.28	58.43	60.83
<b>12</b>	35,568.00	36,961.60	38,417.60	40,019.20	41,662.40	43,243.20	44,907.20	46,820.80	48,609.60	50,606.40	52,603.20
	1,368.00	1,421.60	1,477.60	1,539.20	1,602.40	1,663.20	1,727.20	1,800.80	1,869.60	1,946.40	2,023.20
	<b>17.10</b>	<b>17.77</b>	<b>18.47</b>	<b>19.24</b>	<b>20.03</b>	<b>20.79</b>	<b>21.59</b>	<b>22.51</b>	<b>23.37</b>	<b>24.33</b>	<b>25.29</b>
	25.65	26.66	27.71	28.86	30.05	31.19	32.39	33.77	35.06	36.50	37.94
	42.75	44.43	46.18	48.10	50.08	51.98	53.98	56.28	58.43	60.83	63.23
<b>13</b>	36,961.60	38,417.60	40,019.20	41,662.40	43,243.20	44,907.20	46,820.80	48,609.60	50,606.40	52,603.20	54,620.80
	1,421.60	1,477.60	1,539.20	1,602.40	1,663.20	1,727.20	1,800.80	1,869.60	1,946.40	2,023.20	2,100.80
	<b>17.77</b>	<b>18.47</b>	<b>19.24</b>	<b>20.03</b>	<b>20.79</b>	<b>21.59</b>	<b>22.51</b>	<b>23.37</b>	<b>24.33</b>	<b>25.29</b>	<b>26.26</b>
	26.66	27.71	28.86	30.05	31.19	32.39	33.77	35.06	36.50	37.94	39.39
	44.43	46.18	48.10	50.08	51.98	53.98	56.28	58.43	60.83	63.23	65.65
<b>14</b>	38,417.60	40,019.20	41,662.40	43,243.20	44,907.20	46,820.80	48,609.60	50,606.40	52,603.20	54,620.80	56,888.00
	1,477.60	1,539.20	1,602.40	1,663.20	1,727.20	1,800.80	1,869.60	1,946.40	2,023.20	2,100.80	2,188.00
	<b>18.47</b>	<b>19.24</b>	<b>20.03</b>	<b>20.79</b>	<b>21.59</b>	<b>22.51</b>	<b>23.37</b>	<b>24.33</b>	<b>25.29</b>	<b>26.26</b>	<b>27.35</b>
	27.71	28.86	30.05	31.19	32.39	33.77	35.06	36.50	37.94	39.39	41.03
	46.18	48.10	50.08	51.98	53.98	56.28	58.43	60.83	63.23	65.65	68.38
<b>15</b>	40,019.20	41,662.40	43,243.20	44,907.20	46,820.80	48,609.60	50,606.40	52,603.20	54,620.80	56,888.00	59,280.00
	1,539.20	1,602.40	1,663.20	1,727.20	1,800.80	1,869.60	1,946.40	2,023.20	2,100.80	2,188.00	2,280.00
	<b>19.24</b>	<b>20.03</b>	<b>20.79</b>	<b>21.59</b>	<b>22.51</b>	<b>23.37</b>	<b>24.33</b>	<b>25.29</b>	<b>26.26</b>	<b>27.35</b>	<b>28.50</b>
	28.86	30.05	31.19	32.39	33.77	35.06	36.50	37.94	39.39	41.03	42.75
	48.10	50.08	51.98	53.98	56.28	58.43	60.83	63.23	65.65	68.38	71.25
<b>16</b>	41,662.40	43,243.20	44,907.20	46,820.80	48,609.60	50,606.40	52,603.20	54,620.80	56,888.00	59,280.00	61,547.20
	1,602.40	1,663.20	1,727.20	1,800.80	1,869.60	1,946.40	2,023.20	2,100.80	2,188.00	2,280.00	2,367.20
	<b>20.03</b>	<b>20.79</b>	<b>21.59</b>	<b>22.51</b>	<b>23.37</b>	<b>24.33</b>	<b>25.29</b>	<b>26.26</b>	<b>27.35</b>	<b>28.50</b>	<b>29.59</b>
	30.05	31.19	32.39	33.77	35.06	36.50	37.94	39.39	41.03	42.75	44.39
	50.08	51.98	53.98	56.28	58.43	60.83	63.23	65.65	68.38	71.25	73.98

**APPENDIX B**  
**LAS VEGAS CONVENTION AND VISITORS AUTHORITY**  
**SALARY RANGES FOR ALL BARGAINING AMBASSADORS**  
**EFFECTIVE JULY 1, 2018**

**Annual  
Bi-Weekly  
Hourly  
Overtime  
Holiday**

	<b>Step-0</b>	<b>Step-1</b>	<b>Step-2</b>	<b>Step-3</b>	<b>Step-4</b>	<b>Step-5</b>	<b>Step-6</b>	<b>Step-7</b>	<b>Step-8</b>	<b>Step-9</b>	<b>Step-10</b>
<b>17</b>	43,243.20	44,907.20	46,820.80	48,609.60	50,606.40	52,603.20	54,620.80	56,888.00	59,280.00	61,547.20	63,897.60
	1,663.20	1,727.20	1,800.80	1,869.60	1,946.40	2,023.20	2,100.80	2,188.00	2,280.00	2,367.20	2,457.60
	<b>20.79</b>	<b>21.59</b>	<b>22.51</b>	<b>23.37</b>	<b>24.33</b>	<b>25.29</b>	<b>26.26</b>	<b>27.35</b>	<b>28.50</b>	<b>29.59</b>	<b>30.72</b>
	31.19	32.39	33.77	35.06	36.50	37.94	39.39	41.03	42.75	44.39	46.08
	51.98	53.98	56.28	58.43	60.83	63.23	65.65	68.38	71.25	73.98	76.80
<b>18</b>	44,907.20	46,820.80	48,609.60	50,606.40	52,603.20	54,620.80	56,888.00	59,280.00	61,547.20	63,897.60	66,518.40
	1,727.20	1,800.80	1,869.60	1,946.40	2,023.20	2,100.80	2,188.00	2,280.00	2,367.20	2,457.60	2,558.40
	<b>21.59</b>	<b>22.51</b>	<b>23.37</b>	<b>24.33</b>	<b>25.29</b>	<b>26.26</b>	<b>27.35</b>	<b>28.50</b>	<b>29.59</b>	<b>30.72</b>	<b>31.98</b>
	32.39	33.77	35.06	36.50	37.94	39.39	41.03	42.75	44.39	46.08	47.97
	53.98	56.28	58.43	60.83	63.23	65.65	68.38	71.25	73.98	76.80	79.95
<b>19</b>	46,820.80	48,609.60	50,606.40	52,603.20	54,620.80	56,888.00	59,280.00	61,547.20	63,897.60	66,518.40	69,222.40
	1,800.80	1,869.60	1,946.40	2,023.20	2,100.80	2,188.00	2,280.00	2,367.20	2,457.60	2,558.40	2,662.40
	<b>22.51</b>	<b>23.37</b>	<b>24.33</b>	<b>25.29</b>	<b>26.26</b>	<b>27.35</b>	<b>28.50</b>	<b>29.59</b>	<b>30.72</b>	<b>31.98</b>	<b>33.28</b>
	33.77	35.06	36.50	37.94	39.39	41.03	42.75	44.39	46.08	47.97	49.92
	56.28	58.43	60.83	63.23	65.65	68.38	71.25	73.98	76.80	79.95	83.20
<b>20</b>	48,609.60	50,606.40	52,603.20	54,620.80	56,888.00	59,280.00	61,547.20	63,897.60	66,518.40	69,222.40	72,051.20
	1,869.60	1,946.40	2,023.20	2,100.80	2,188.00	2,280.00	2,367.20	2,457.60	2,558.40	2,662.40	2,771.20
	<b>23.37</b>	<b>24.33</b>	<b>25.29</b>	<b>26.26</b>	<b>27.35</b>	<b>28.50</b>	<b>29.59</b>	<b>30.72</b>	<b>31.98</b>	<b>33.28</b>	<b>34.64</b>
	35.06	36.50	37.94	39.39	41.03	42.75	44.39	46.08	47.97	49.92	51.96
	58.43	60.83	63.23	65.65	68.38	71.25	73.98	76.80	79.95	83.20	86.60
<b>21</b>	50,606.40	52,603.20	54,620.80	56,888.00	59,280.00	61,547.20	63,897.60	66,518.40	69,222.40	72,051.20	74,859.20
	1,946.40	2,023.20	2,100.80	2,188.00	2,280.00	2,367.20	2,457.60	2,558.40	2,662.40	2,771.20	2,879.20
	<b>24.33</b>	<b>25.29</b>	<b>26.26</b>	<b>27.35</b>	<b>28.50</b>	<b>29.59</b>	<b>30.72</b>	<b>31.98</b>	<b>33.28</b>	<b>34.64</b>	<b>35.99</b>
	36.50	37.94	39.39	41.03	42.75	44.39	46.08	47.97	49.92	51.96	53.99
	60.83	63.23	65.65	68.38	71.25	73.98	76.80	79.95	83.20	86.60	89.98
<b>22</b>	52,603.20	54,620.80	56,888.00	59,280.00	61,547.20	63,897.60	66,518.40	69,222.40	72,051.20	74,859.20	77,875.20
	2,023.20	2,100.80	2,188.00	2,280.00	2,367.20	2,457.60	2,558.40	2,662.40	2,771.20	2,879.20	2,995.20
	<b>25.29</b>	<b>26.26</b>	<b>27.35</b>	<b>28.50</b>	<b>29.59</b>	<b>30.72</b>	<b>31.98</b>	<b>33.28</b>	<b>34.64</b>	<b>35.99</b>	<b>37.44</b>
	37.94	39.39	41.03	42.75	44.39	46.08	47.97	49.92	51.96	53.99	56.16
	63.23	65.65	68.38	71.25	73.98	76.80	79.95	83.20	86.60	89.98	93.60
<b>23</b>	54,620.80	56,888.00	59,280.00	61,547.20	63,897.60	66,518.40	69,222.40	72,051.20	74,859.20	77,875.20	80,974.40
	2,100.80	2,188.00	2,280.00	2,367.20	2,457.60	2,558.40	2,662.40	2,771.20	2,879.20	2,995.20	3,114.40
	<b>26.26</b>	<b>27.35</b>	<b>28.50</b>	<b>29.59</b>	<b>30.72</b>	<b>31.98</b>	<b>33.28</b>	<b>34.64</b>	<b>35.99</b>	<b>37.44</b>	<b>38.93</b>
	39.39	41.03	42.75	44.39	46.08	47.97	49.92	51.96	53.99	56.16	58.40
	65.65	68.38	71.25	73.98	76.80	79.95	83.20	86.60	89.98	93.60	97.33
<b>24</b>	56,888.00	59,280.00	61,547.20	63,897.60	66,518.40	69,222.40	72,051.20	74,859.20	77,875.20	80,974.40	84,281.60
	2,188.00	2,280.00	2,367.20	2,457.60	2,558.40	2,662.40	2,771.20	2,879.20	2,995.20	3,114.40	3,241.60
	<b>27.35</b>	<b>28.50</b>	<b>29.59</b>	<b>30.72</b>	<b>31.98</b>	<b>33.28</b>	<b>34.64</b>	<b>35.99</b>	<b>37.44</b>	<b>38.93</b>	<b>40.52</b>
	41.03	42.75	44.39	46.08	47.97	49.92	51.96	53.99	56.16	58.40	60.78
	68.38	71.25	73.98	76.80	79.95	83.20	86.60	89.98	93.60	97.33	101.30
<b>25</b>	59,280.00	61,547.20	63,897.60	66,518.40	69,222.40	72,051.20	74,859.20	77,875.20	80,974.40	84,281.60	87,651.20
	2,280.00	2,367.20	2,457.60	2,558.40	2,662.40	2,771.20	2,879.20	2,995.20	3,114.40	3,241.60	3,371.20
	<b>28.50</b>	<b>29.59</b>	<b>30.72</b>	<b>31.98</b>	<b>33.28</b>	<b>34.64</b>	<b>35.99</b>	<b>37.44</b>	<b>38.93</b>	<b>40.52</b>	<b>42.14</b>
	42.75	44.39	46.08	47.97	49.92	51.96	53.99	56.16	58.40	60.78	63.21
	71.25	73.98	76.80	79.95	83.20	86.60	89.98	93.60	97.33	101.30	105.35

**APPENDIX C**  
**LAS VEGAS CONVENTION AND VISITORS AUTHORITY**  
**SALARY RANGES FOR ALL BARGAINING AMBASSADORS**  
**EFFECTIVE JULY 14, 2019**

**Annual**  
**Bi-Weekly**  
**Hourly**  
**Overtime**  
**Holiday**

	Step-0	Step-1	Step-2	Step-3	Step-4	Step-5	Step-6	Step-7	Step-8	Step-9	Step-10
<b>9</b>	32,468.80	33,737.60	35,110.40	36,566.40	38,001.60	39,499.20	41,142.40	42,827.20	44,449.60	46,155.20	48,131.20
	1,248.80	1,297.60	1,350.40	1,406.40	1,461.60	1,519.20	1,582.40	1,647.20	1,709.60	1,775.20	1,851.20
	<b>15.61</b>	<b>16.22</b>	<b>16.88</b>	<b>17.58</b>	<b>18.27</b>	<b>18.99</b>	<b>19.78</b>	<b>20.59</b>	<b>21.37</b>	<b>22.19</b>	<b>23.14</b>
	23.42	24.33	25.32	26.37	27.41	28.49	29.67	30.89	32.06	33.29	34.71
	39.03	40.55	42.20	43.95	45.68	47.48	49.45	51.48	53.43	55.48	57.85
<b>10</b>	33,737.60	35,110.40	36,566.40	38,001.60	39,499.20	41,142.40	42,827.20	44,449.60	46,155.20	48,131.20	49,961.60
	1,297.60	1,350.40	1,406.40	1,461.60	1,519.20	1,582.40	1,647.20	1,709.60	1,775.20	1,851.20	1,921.60
	<b>16.22</b>	<b>16.88</b>	<b>17.58</b>	<b>18.27</b>	<b>18.99</b>	<b>19.78</b>	<b>20.59</b>	<b>21.37</b>	<b>22.19</b>	<b>23.14</b>	<b>24.02</b>
	24.33	25.32	26.37	27.41	28.49	29.67	30.89	32.06	33.29	34.71	36.03
	40.55	42.20	43.95	45.68	47.48	49.45	51.48	53.43	55.48	57.85	60.05
<b>11</b>	35,110.40	36,566.40	38,001.60	39,499.20	41,142.40	42,827.20	44,449.60	46,155.20	48,131.20	49,961.60	52,020.80
	1,350.40	1,406.40	1,461.60	1,519.20	1,582.40	1,647.20	1,709.60	1,775.20	1,851.20	1,921.60	2,000.80
	<b>16.88</b>	<b>17.58</b>	<b>18.27</b>	<b>18.99</b>	<b>19.78</b>	<b>20.59</b>	<b>21.37</b>	<b>22.19</b>	<b>23.14</b>	<b>24.02</b>	<b>25.01</b>
	25.32	26.37	27.41	28.49	29.67	30.89	32.06	33.29	34.71	36.03	37.52
	42.20	43.95	45.68	47.48	49.45	51.48	53.43	55.48	57.85	60.05	62.53
<b>12</b>	36,566.40	38,001.60	39,499.20	41,142.40	42,827.20	44,449.60	46,155.20	48,131.20	49,961.60	52,020.80	54,080.00
	1,406.40	1,461.60	1,519.20	1,582.40	1,647.20	1,709.60	1,775.20	1,851.20	1,921.60	2,000.80	2,080.00
	<b>17.58</b>	<b>18.27</b>	<b>18.99</b>	<b>19.78</b>	<b>20.59</b>	<b>21.37</b>	<b>22.19</b>	<b>23.14</b>	<b>24.02</b>	<b>25.01</b>	<b>26.00</b>
	26.37	27.41	28.49	29.67	30.89	32.06	33.29	34.71	36.03	37.52	39.00
	43.95	45.68	47.48	49.45	51.48	53.43	55.48	57.85	60.05	62.53	65.00
<b>13</b>	38,001.60	39,499.20	41,142.40	42,827.20	44,449.60	46,155.20	48,131.20	49,961.60	52,020.80	54,080.00	56,160.00
	1,461.60	1,519.20	1,582.40	1,647.20	1,709.60	1,775.20	1,851.20	1,921.60	2,000.80	2,080.00	2,160.00
	<b>18.27</b>	<b>18.99</b>	<b>19.78</b>	<b>20.59</b>	<b>21.37</b>	<b>22.19</b>	<b>23.14</b>	<b>24.02</b>	<b>25.01</b>	<b>26.00</b>	<b>27.00</b>
	27.41	28.49	29.67	30.89	32.06	33.29	34.71	36.03	37.52	39.00	40.50
	45.68	47.48	49.45	51.48	53.43	55.48	57.85	60.05	62.53	65.00	67.50
<b>14</b>	39,499.20	41,142.40	42,827.20	44,449.60	46,155.20	48,131.20	49,961.60	52,020.80	54,080.00	56,160.00	58,489.60
	1,519.20	1,582.40	1,647.20	1,709.60	1,775.20	1,851.20	1,921.60	2,000.80	2,080.00	2,160.00	2,249.60
	<b>18.99</b>	<b>19.78</b>	<b>20.59</b>	<b>21.37</b>	<b>22.19</b>	<b>23.14</b>	<b>24.02</b>	<b>25.01</b>	<b>26.00</b>	<b>27.00</b>	<b>28.12</b>
	28.49	29.67	30.89	32.06	33.29	34.71	36.03	37.52	39.00	40.50	42.18
	47.48	49.45	51.48	53.43	55.48	57.85	60.05	62.53	65.00	67.50	70.30
<b>15</b>	41,142.40	42,827.20	44,449.60	46,155.20	48,131.20	49,961.60	52,020.80	54,080.00	56,160.00	58,489.60	60,944.00
	1,582.40	1,647.20	1,709.60	1,775.20	1,851.20	1,921.60	2,000.80	2,080.00	2,160.00	2,249.60	2,344.00
	<b>19.78</b>	<b>20.59</b>	<b>21.37</b>	<b>22.19</b>	<b>23.14</b>	<b>24.02</b>	<b>25.01</b>	<b>26.00</b>	<b>27.00</b>	<b>28.12</b>	<b>29.30</b>
	29.67	30.89	32.06	33.29	34.71	36.03	37.52	39.00	40.50	42.18	43.95
	49.45	51.48	53.43	55.48	57.85	60.05	62.53	65.00	67.50	70.30	73.25
<b>16</b>	42,827.20	44,449.60	46,155.20	48,131.20	49,961.60	52,020.80	54,080.00	56,160.00	58,489.60	60,944.00	63,273.60
	1,647.20	1,709.60	1,775.20	1,851.20	1,921.60	2,000.80	2,080.00	2,160.00	2,249.60	2,344.00	2,433.60
	<b>20.59</b>	<b>21.37</b>	<b>22.19</b>	<b>23.14</b>	<b>24.02</b>	<b>25.01</b>	<b>26.00</b>	<b>27.00</b>	<b>28.12</b>	<b>29.30</b>	<b>30.42</b>
	30.89	32.06	33.29	34.71	36.03	37.52	39.00	40.50	42.18	43.95	45.63
	51.48	53.43	55.48	57.85	60.05	62.53	65.00	67.50	70.30	73.25	76.05
<b>17</b>	44,449.60	46,155.20	48,131.20	49,961.60	52,020.80	54,080.00	56,160.00	58,489.60	60,944.00	63,273.60	65,686.40
	1,709.60	1,775.20	1,851.20	1,921.60	2,000.80	2,080.00	2,160.00	2,249.60	2,344.00	2,433.60	2,526.40
	<b>21.37</b>	<b>22.19</b>	<b>23.14</b>	<b>24.02</b>	<b>25.01</b>	<b>26.00</b>	<b>27.00</b>	<b>28.12</b>	<b>29.30</b>	<b>30.42</b>	<b>31.58</b>
	32.06	33.29	34.71	36.03	37.52	39.00	40.50	42.18	43.95	45.63	47.37
	53.43	55.48	57.85	60.05	62.53	65.00	67.50	70.30	73.25	76.05	78.95

**APPENDIX C**  
**LAS VEGAS CONVENTION AND VISITORS AUTHORITY**  
**SALARY RANGES FOR ALL BARGAINING AMBASSADORS**  
**EFFECTIVE JULY 14, 2019**

**Annual**  
**Bi-Weekly**  
**Hourly**  
**Overtime**  
**Holiday**

	Step-0	Step-1	Step-2	Step-3	Step-4	Step-5	Step-6	Step-7	Step-8	Step-9	Step-10
<b>18</b>	46,155.20	48,131.20	49,961.60	52,020.80	54,080.00	56,160.00	58,489.60	60,944.00	63,273.60	65,686.40	68,390.40
	1,775.20	1,851.20	1,921.60	2,000.80	2,080.00	2,160.00	2,249.60	2,344.00	2,433.60	2,526.40	2,630.40
	<b>22.19</b>	<b>23.14</b>	<b>24.02</b>	<b>25.01</b>	<b>26.00</b>	<b>27.00</b>	<b>28.12</b>	<b>29.30</b>	<b>30.42</b>	<b>31.58</b>	<b>32.88</b>
	33.29	34.71	36.03	37.52	39.00	40.50	42.18	43.95	45.63	47.37	49.32
	55.48	57.85	60.05	62.53	65.00	67.50	70.30	73.25	76.05	78.95	82.20
<b>19</b>	48,131.20	49,961.60	52,020.80	54,080.00	56,160.00	58,489.60	60,944.00	63,273.60	65,686.40	68,390.40	71,156.80
	1,851.20	1,921.60	2,000.80	2,080.00	2,160.00	2,249.60	2,344.00	2,433.60	2,526.40	2,630.40	2,736.80
	<b>23.14</b>	<b>24.02</b>	<b>25.01</b>	<b>26.00</b>	<b>27.00</b>	<b>28.12</b>	<b>29.30</b>	<b>30.42</b>	<b>31.58</b>	<b>32.88</b>	<b>34.21</b>
	34.71	36.03	37.52	39.00	40.50	42.18	43.95	45.63	47.37	49.32	51.32
	57.85	60.05	62.53	65.00	67.50	70.30	73.25	76.05	78.95	82.20	85.53
<b>20</b>	49,961.60	52,020.80	54,080.00	56,160.00	58,489.60	60,944.00	63,273.60	65,686.40	68,390.40	71,156.80	74,068.80
	1,921.60	2,000.80	2,080.00	2,160.00	2,249.60	2,344.00	2,433.60	2,526.40	2,630.40	2,736.80	2,848.80
	<b>24.02</b>	<b>25.01</b>	<b>26.00</b>	<b>27.00</b>	<b>28.12</b>	<b>29.30</b>	<b>30.42</b>	<b>31.58</b>	<b>32.88</b>	<b>34.21</b>	<b>35.61</b>
	36.03	37.52	39.00	40.50	42.18	43.95	45.63	47.37	49.32	51.32	53.42
	60.05	62.53	65.00	67.50	70.30	73.25	76.05	78.95	82.20	85.53	89.03
<b>21</b>	52,020.80	54,080.00	56,160.00	58,489.60	60,944.00	63,273.60	65,686.40	68,390.40	71,156.80	74,068.80	76,960.00
	2,000.80	2,080.00	2,160.00	2,249.60	2,344.00	2,433.60	2,526.40	2,630.40	2,736.80	2,848.80	2,960.00
	<b>25.01</b>	<b>26.00</b>	<b>27.00</b>	<b>28.12</b>	<b>29.30</b>	<b>30.42</b>	<b>31.58</b>	<b>32.88</b>	<b>34.21</b>	<b>35.61</b>	<b>37.00</b>
	37.52	39.00	40.50	42.18	43.95	45.63	47.37	49.32	51.32	53.42	55.50
	62.53	65.00	67.50	70.30	73.25	76.05	78.95	82.20	85.53	89.03	92.50
<b>22</b>	54,080.00	56,160.00	58,489.60	60,944.00	63,273.60	65,686.40	68,390.40	71,156.80	74,068.80	76,960.00	80,059.20
	2,080.00	2,160.00	2,249.60	2,344.00	2,433.60	2,526.40	2,630.40	2,736.80	2,848.80	2,960.00	3,079.20
	<b>26.00</b>	<b>27.00</b>	<b>28.12</b>	<b>29.30</b>	<b>30.42</b>	<b>31.58</b>	<b>32.88</b>	<b>34.21</b>	<b>35.61</b>	<b>37.00</b>	<b>38.49</b>
	39.00	40.50	42.18	43.95	45.63	47.37	49.32	51.32	53.42	55.50	57.74
	65.00	67.50	70.30	73.25	76.05	78.95	82.20	85.53	89.03	92.50	96.23
<b>23</b>	56,160.00	58,489.60	60,944.00	63,273.60	65,686.40	68,390.40	71,156.80	74,068.80	76,960.00	80,059.20	83,241.60
	2,160.00	2,249.60	2,344.00	2,433.60	2,526.40	2,630.40	2,736.80	2,848.80	2,960.00	3,079.20	3,201.60
	<b>27.00</b>	<b>28.12</b>	<b>29.30</b>	<b>30.42</b>	<b>31.58</b>	<b>32.88</b>	<b>34.21</b>	<b>35.61</b>	<b>37.00</b>	<b>38.49</b>	<b>40.02</b>
	40.50	42.18	43.95	45.63	47.37	49.32	51.32	53.42	55.50	57.74	60.03
	67.50	70.30	73.25	76.05	78.95	82.20	85.53	89.03	92.50	96.23	100.05
<b>24</b>	58,489.60	60,944.00	63,273.60	65,686.40	68,390.40	71,156.80	74,068.80	76,960.00	80,059.20	83,241.60	86,632.00
	2,249.60	2,344.00	2,433.60	2,526.40	2,630.40	2,736.80	2,848.80	2,960.00	3,079.20	3,201.60	3,332.00
	<b>28.12</b>	<b>29.30</b>	<b>30.42</b>	<b>31.58</b>	<b>32.88</b>	<b>34.21</b>	<b>35.61</b>	<b>37.00</b>	<b>38.49</b>	<b>40.02</b>	<b>41.65</b>
	42.18	43.95	45.63	47.37	49.32	51.32	53.42	55.50	57.74	60.03	62.48
	70.30	73.25	76.05	78.95	82.20	85.53	89.03	92.50	96.23	100.05	104.13
<b>25</b>	60,944.00	63,273.60	65,686.40	68,390.40	71,156.80	74,068.80	76,960.00	80,059.20	83,241.60	86,632.00	90,105.60
	2,344.00	2,433.60	2,526.40	2,630.40	2,736.80	2,848.80	2,960.00	3,079.20	3,201.60	3,332.00	3,465.60
	<b>29.30</b>	<b>30.42</b>	<b>31.58</b>	<b>32.88</b>	<b>34.21</b>	<b>35.61</b>	<b>37.00</b>	<b>38.49</b>	<b>40.02</b>	<b>41.65</b>	<b>43.32</b>
	43.95	45.63	47.37	49.32	51.32	53.42	55.50	57.74	60.03	62.48	64.98
	73.25	76.05	78.95	82.20	85.53	89.03	92.50	96.23	100.05	104.13	108.30

**APPENDIX D**  
**LAS VEGAS CONVENTION AND VISITORS AUTHORITY**  
**SALARY RANGES FOR ALL BARGAINING AMBASSADORS**  
**EFFECTIVE JULY 12, 2020**

**Annual**  
**Bi-Weekly**  
**Hourly**  
**Overtime**  
**Holiday**

	Step-0	Step-1	Step-2	Step-3	Step-4	Step-5	Step-6	Step-7	Step-8	Step-9	Step-10
<b>9</b>	33,384.00	34,673.60	36,088.00	37,585.60	39,062.40	40,601.60	42,286.40	44,033.60	45,697.60	47,444.80	49,483.20
	1,284.00	1,333.60	1,388.00	1,445.60	1,502.40	1,561.60	1,626.40	1,693.60	1,757.60	1,824.80	1,903.20
	<b>16.05</b>	<b>16.67</b>	<b>17.35</b>	<b>18.07</b>	<b>18.78</b>	<b>19.52</b>	<b>20.33</b>	<b>21.17</b>	<b>21.97</b>	<b>22.81</b>	<b>23.79</b>
	24.08	25.01	26.03	27.11	28.17	29.28	30.50	31.76	32.96	34.22	35.69
	40.13	41.68	43.38	45.18	46.95	48.80	50.83	52.93	54.93	57.03	59.48
<b>10</b>	34,673.60	36,088.00	37,585.60	39,062.40	40,601.60	42,286.40	44,033.60	45,697.60	47,444.80	49,483.20	51,355.20
	1,333.60	1,388.00	1,445.60	1,502.40	1,561.60	1,626.40	1,693.60	1,757.60	1,824.80	1,903.20	1,975.20
	<b>16.67</b>	<b>17.35</b>	<b>18.07</b>	<b>18.78</b>	<b>19.52</b>	<b>20.33</b>	<b>21.17</b>	<b>21.97</b>	<b>22.81</b>	<b>23.79</b>	<b>24.69</b>
	25.01	26.03	27.11	28.17	29.28	30.50	31.76	32.96	34.22	35.69	37.04
	41.68	43.38	45.18	46.95	48.80	50.83	52.93	54.93	57.03	59.48	61.73
<b>11</b>	36,088.00	37,585.60	39,062.40	40,601.60	42,286.40	44,033.60	45,697.60	47,444.80	49,483.20	51,355.20	53,476.80
	1,388.00	1,445.60	1,502.40	1,561.60	1,626.40	1,693.60	1,757.60	1,824.80	1,903.20	1,975.20	2,056.80
	<b>17.35</b>	<b>18.07</b>	<b>18.78</b>	<b>19.52</b>	<b>20.33</b>	<b>21.17</b>	<b>21.97</b>	<b>22.81</b>	<b>23.79</b>	<b>24.69</b>	<b>25.71</b>
	26.03	27.11	28.17	29.28	30.50	31.76	32.96	34.22	35.69	37.04	38.57
	43.38	45.18	46.95	48.80	50.83	52.93	54.93	57.03	59.48	61.73	64.28
<b>12</b>	37,585.60	39,062.40	40,601.60	42,286.40	44,033.60	45,697.60	47,444.80	49,483.20	51,355.20	53,476.80	55,598.40
	1,445.60	1,502.40	1,561.60	1,626.40	1,693.60	1,757.60	1,824.80	1,903.20	1,975.20	2,056.80	2,138.40
	<b>18.07</b>	<b>18.78</b>	<b>19.52</b>	<b>20.33</b>	<b>21.17</b>	<b>21.97</b>	<b>22.81</b>	<b>23.79</b>	<b>24.69</b>	<b>25.71</b>	<b>26.73</b>
	27.11	28.17	29.28	30.50	31.76	32.96	34.22	35.69	37.04	38.57	40.10
	45.18	46.95	48.80	50.83	52.93	54.93	57.03	59.48	61.73	64.28	66.83
<b>13</b>	39,062.40	40,601.60	42,286.40	44,033.60	45,697.60	47,444.80	49,483.20	51,355.20	53,476.80	55,598.40	57,740.80
	1,502.40	1,561.60	1,626.40	1,693.60	1,757.60	1,824.80	1,903.20	1,975.20	2,056.80	2,138.40	2,220.80
	<b>18.78</b>	<b>19.52</b>	<b>20.33</b>	<b>21.17</b>	<b>21.97</b>	<b>22.81</b>	<b>23.79</b>	<b>24.69</b>	<b>25.71</b>	<b>26.73</b>	<b>27.76</b>
	28.17	29.28	30.50	31.76	32.96	34.22	35.69	37.04	38.57	40.10	41.64
	46.95	48.80	50.83	52.93	54.93	57.03	59.48	61.73	64.28	66.83	69.40
<b>14</b>	40,601.60	42,286.40	44,033.60	45,697.60	47,444.80	49,483.20	51,355.20	53,476.80	55,598.40	57,740.80	60,132.80
	1,561.60	1,626.40	1,693.60	1,757.60	1,824.80	1,903.20	1,975.20	2,056.80	2,138.40	2,220.80	2,312.80
	<b>19.52</b>	<b>20.33</b>	<b>21.17</b>	<b>21.97</b>	<b>22.81</b>	<b>23.79</b>	<b>24.69</b>	<b>25.71</b>	<b>26.73</b>	<b>27.76</b>	<b>28.91</b>
	29.28	30.50	31.76	32.96	34.22	35.69	37.04	38.57	40.10	41.64	43.37
	48.80	50.83	52.93	54.93	57.03	59.48	61.73	64.28	66.83	69.40	72.28
<b>15</b>	42,286.40	44,033.60	45,697.60	47,444.80	49,483.20	51,355.20	53,476.80	55,598.40	57,740.80	60,132.80	62,649.60
	1,626.40	1,693.60	1,757.60	1,824.80	1,903.20	1,975.20	2,056.80	2,138.40	2,220.80	2,312.80	2,409.60
	<b>20.33</b>	<b>21.17</b>	<b>21.97</b>	<b>22.81</b>	<b>23.79</b>	<b>24.69</b>	<b>25.71</b>	<b>26.73</b>	<b>27.76</b>	<b>28.91</b>	<b>30.12</b>
	30.50	31.76	32.96	34.22	35.69	37.04	38.57	40.10	41.64	43.37	45.18
	50.83	52.93	54.93	57.03	59.48	61.73	64.28	66.83	69.40	72.28	75.30
<b>16</b>	44,033.60	45,697.60	47,444.80	49,483.20	51,355.20	53,476.80	55,598.40	57,740.80	60,132.80	62,649.60	65,041.60
	1,693.60	1,757.60	1,824.80	1,903.20	1,975.20	2,056.80	2,138.40	2,220.80	2,312.80	2,409.60	2,501.60
	<b>21.17</b>	<b>21.97</b>	<b>22.81</b>	<b>23.79</b>	<b>24.69</b>	<b>25.71</b>	<b>26.73</b>	<b>27.76</b>	<b>28.91</b>	<b>30.12</b>	<b>31.27</b>
	31.76	32.96	34.22	35.69	37.04	38.57	40.10	41.64	43.37	45.18	46.91
	52.93	54.93	57.03	59.48	61.73	64.28	66.83	69.40	72.28	75.30	78.18
<b>17</b>	45,697.60	47,444.80	49,483.20	51,355.20	53,476.80	55,598.40	57,740.80	60,132.80	62,649.60	65,041.60	67,516.80
	1,757.60	1,824.80	1,903.20	1,975.20	2,056.80	2,138.40	2,220.80	2,312.80	2,409.60	2,501.60	2,596.80
	<b>21.97</b>	<b>22.81</b>	<b>23.79</b>	<b>24.69</b>	<b>25.71</b>	<b>26.73</b>	<b>27.76</b>	<b>28.91</b>	<b>30.12</b>	<b>31.27</b>	<b>32.46</b>
	32.96	34.22	35.69	37.04	38.57	40.10	41.64	43.37	45.18	46.91	48.69
	54.93	57.03	59.48	61.73	64.28	66.83	69.40	72.28	75.30	78.18	81.15



**APPENDIX D**  
**LAS VEGAS CONVENTION AND VISITORS AUTHORITY**  
**SALARY RANGES FOR ALL BARGAINING AMBASSADORS**  
**EFFECTIVE JULY 12, 2020**

**Annual**  
**Bi-Weekly**  
**Hourly**  
**Overtime**  
**Holiday**

	Step-0	Step-1	Step-2	Step-3	Step-4	Step-5	Step-6	Step-7	Step-8	Step-9	Step-10
<b>18</b>	47,444.80	49,483.20	51,355.20	53,476.80	55,598.40	57,740.80	60,132.80	62,649.60	65,041.60	67,516.80	70,304.00
	1,824.80	1,903.20	1,975.20	2,056.80	2,138.40	2,220.80	2,312.80	2,409.60	2,501.60	2,596.80	2,704.00
	<b>22.81</b>	<b>23.79</b>	<b>24.69</b>	<b>25.71</b>	<b>26.73</b>	<b>27.76</b>	<b>28.91</b>	<b>30.12</b>	<b>31.27</b>	<b>32.46</b>	<b>33.80</b>
	34.22	35.69	37.04	38.57	40.10	41.64	43.37	45.18	46.91	48.69	50.70
	57.03	59.48	61.73	64.28	66.83	69.40	72.28	75.30	78.18	81.15	84.50
<b>19</b>	49,483.20	51,355.20	53,476.80	55,598.40	57,740.80	60,132.80	62,649.60	65,041.60	67,516.80	70,304.00	73,153.60
	1,903.20	1,975.20	2,056.80	2,138.40	2,220.80	2,312.80	2,409.60	2,501.60	2,596.80	2,704.00	2,813.60
	<b>23.79</b>	<b>24.69</b>	<b>25.71</b>	<b>26.73</b>	<b>27.76</b>	<b>28.91</b>	<b>30.12</b>	<b>31.27</b>	<b>32.46</b>	<b>33.80</b>	<b>35.17</b>
	35.69	37.04	38.57	40.10	41.64	43.37	45.18	46.91	48.69	50.70	52.76
	59.48	61.73	64.28	66.83	69.40	72.28	75.30	78.18	81.15	84.50	87.93
<b>20</b>	51,355.20	53,476.80	55,598.40	57,740.80	60,132.80	62,649.60	65,041.60	67,516.80	70,304.00	73,153.60	76,148.80
	1,975.20	2,056.80	2,138.40	2,220.80	2,312.80	2,409.60	2,501.60	2,596.80	2,704.00	2,813.60	2,928.80
	<b>24.69</b>	<b>25.71</b>	<b>26.73</b>	<b>27.76</b>	<b>28.91</b>	<b>30.12</b>	<b>31.27</b>	<b>32.46</b>	<b>33.80</b>	<b>35.17</b>	<b>36.61</b>
	37.04	38.57	40.10	41.64	43.37	45.18	46.91	48.69	50.70	52.76	54.92
	61.73	64.28	66.83	69.40	72.28	75.30	78.18	81.15	84.50	87.93	91.53
<b>21</b>	53,476.80	55,598.40	57,740.80	60,132.80	62,649.60	65,041.60	67,516.80	70,304.00	73,153.60	76,148.80	79,123.20
	2,056.80	2,138.40	2,220.80	2,312.80	2,409.60	2,501.60	2,596.80	2,704.00	2,813.60	2,928.80	3,043.20
	<b>25.71</b>	<b>26.73</b>	<b>27.76</b>	<b>28.91</b>	<b>30.12</b>	<b>31.27</b>	<b>32.46</b>	<b>33.80</b>	<b>35.17</b>	<b>36.61</b>	<b>38.04</b>
	38.57	40.10	41.64	43.37	45.18	46.91	48.69	50.70	52.76	54.92	57.06
	64.28	66.83	69.40	72.28	75.30	78.18	81.15	84.50	87.93	91.53	95.10
<b>22</b>	55,598.40	57,740.80	60,132.80	62,649.60	65,041.60	67,516.80	70,304.00	73,153.60	76,148.80	79,123.20	82,305.60
	2,138.40	2,220.80	2,312.80	2,409.60	2,501.60	2,596.80	2,704.00	2,813.60	2,928.80	3,043.20	3,165.60
	<b>26.73</b>	<b>27.76</b>	<b>28.91</b>	<b>30.12</b>	<b>31.27</b>	<b>32.46</b>	<b>33.80</b>	<b>35.17</b>	<b>36.61</b>	<b>38.04</b>	<b>39.57</b>
	40.10	41.64	43.37	45.18	46.91	48.69	50.70	52.76	54.92	57.06	59.36
	66.83	69.40	72.28	75.30	78.18	81.15	84.50	87.93	91.53	95.10	98.93
<b>23</b>	57,740.80	60,132.80	62,649.60	65,041.60	67,516.80	70,304.00	73,153.60	76,148.80	79,123.20	82,305.60	85,571.20
	2,220.80	2,312.80	2,409.60	2,501.60	2,596.80	2,704.00	2,813.60	2,928.80	3,043.20	3,165.60	3,291.20
	<b>27.76</b>	<b>28.91</b>	<b>30.12</b>	<b>31.27</b>	<b>32.46</b>	<b>33.80</b>	<b>35.17</b>	<b>36.61</b>	<b>38.04</b>	<b>39.57</b>	<b>41.14</b>
	41.64	43.37	45.18	46.91	48.69	50.70	52.76	54.92	57.06	59.36	61.71
	69.40	72.28	75.30	78.18	81.15	84.50	87.93	91.53	95.10	98.93	102.85
<b>24</b>	60,132.80	62,649.60	65,041.60	67,516.80	70,304.00	73,153.60	76,148.80	79,123.20	82,305.60	85,571.20	89,065.60
	2,312.80	2,409.60	2,501.60	2,596.80	2,704.00	2,813.60	2,928.80	3,043.20	3,165.60	3,291.20	3,425.60
	<b>28.91</b>	<b>30.12</b>	<b>31.27</b>	<b>32.46</b>	<b>33.80</b>	<b>35.17</b>	<b>36.61</b>	<b>38.04</b>	<b>39.57</b>	<b>41.14</b>	<b>42.82</b>
	43.37	45.18	46.91	48.69	50.70	52.76	54.92	57.06	59.36	61.71	64.23
	72.28	75.30	78.18	81.15	84.50	87.93	91.53	95.10	98.93	102.85	107.05
<b>25</b>	62,649.60	65,041.60	67,516.80	70,304.00	73,153.60	76,148.80	79,123.20	82,305.60	85,571.20	89,065.60	92,622.40
	2,409.60	2,501.60	2,596.80	2,704.00	2,813.60	2,928.80	3,043.20	3,165.60	3,291.20	3,425.60	3,562.40
	<b>30.12</b>	<b>31.27</b>	<b>32.46</b>	<b>33.80</b>	<b>35.17</b>	<b>36.61</b>	<b>38.04</b>	<b>39.57</b>	<b>41.14</b>	<b>42.82</b>	<b>44.53</b>
	45.18	46.91	48.69	50.70	52.76	54.92	57.06	59.36	61.71	64.23	66.80
	75.30	78.18	81.15	84.50	87.93	91.53	95.10	98.93	102.85	107.05	111.33

**APPENDIX C**  
**LAS VEGAS CONVENTION AND VISITORS AUTHORITY**  
**SALARY RANGES FOR ALL BARGAINING AMBASSADORS**  
**EFFECTIVE JULY 10, 2022**

											Annual Bi-Weekly Hourly Overtime Holiday
	Step-0	Step-1	Step-2	Step-3	Step-4	Step-5	Step-6	Step-7	Step-8	Step-9	Step-10
<b>9</b>	34,403.20	35,755.20	37,211.20	38,771.20	40,268.80	41,849.60	43,617.60	45,385.60	47,112.00	48,900.80	51,001.60
	1,323.20	1,375.20	1,431.20	1,491.20	1,548.80	1,609.60	1,677.60	1,745.60	1,812.00	1,880.80	1,961.60
	<b>16.54</b>	<b>17.19</b>	<b>17.89</b>	<b>18.64</b>	<b>19.36</b>	<b>20.12</b>	<b>20.97</b>	<b>21.82</b>	<b>22.65</b>	<b>23.51</b>	<b>24.52</b>
	24.81	25.79	26.84	27.96	29.04	30.18	31.46	32.73	33.98	35.27	36.78
	41.35	42.98	44.73	46.60	48.40	50.30	52.43	54.55	56.63	58.78	61.30
<b>10</b>	-	-	2.50	-	-	-	-	-	-	-	-
	35,755.20	37,211.20	38,771.20	40,268.80	41,849.60	43,617.60	45,385.60	47,112.00	48,900.80	51,001.60	52,956.80
	1,375.20	1,431.20	1,491.20	1,548.80	1,609.60	1,677.60	1,745.60	1,812.00	1,880.80	1,961.60	2,036.80
	<b>17.19</b>	<b>17.89</b>	<b>18.64</b>	<b>19.36</b>	<b>20.12</b>	<b>20.97</b>	<b>21.82</b>	<b>22.65</b>	<b>23.51</b>	<b>24.52</b>	<b>25.46</b>
	25.79	26.84	27.96	29.04	30.18	31.46	32.73	33.98	35.27	36.78	38.19
<b>11</b>	-	-	-	-	-	-	-	-	-	-	-
	37,211.20	38,771.20	40,268.80	41,849.60	43,617.60	45,385.60	47,112.00	48,900.80	51,001.60	52,956.80	55,140.80
	1,431.20	1,491.20	1,548.80	1,609.60	1,677.60	1,745.60	1,812.00	1,880.80	1,961.60	2,036.80	2,120.80
	<b>17.89</b>	<b>18.64</b>	<b>19.36</b>	<b>20.12</b>	<b>20.97</b>	<b>21.82</b>	<b>22.65</b>	<b>23.51</b>	<b>24.52</b>	<b>25.46</b>	<b>26.51</b>
	26.84	27.96	29.04	30.18	31.46	32.73	33.98	35.27	36.78	38.19	39.77
<b>12</b>	-	-	-	-	-	-	-	-	-	-	-
	38,771.20	40,268.80	41,849.60	43,617.60	45,385.60	47,112.00	48,900.80	51,001.60	52,956.80	55,140.80	57,304.00
	1,491.20	1,548.80	1,609.60	1,677.60	1,745.60	1,812.00	1,880.80	1,961.60	2,036.80	2,120.80	2,204.00
	<b>18.64</b>	<b>19.36</b>	<b>20.12</b>	<b>20.97</b>	<b>21.82</b>	<b>22.65</b>	<b>23.51</b>	<b>24.52</b>	<b>25.46</b>	<b>26.51</b>	<b>27.55</b>
	27.96	29.04	30.18	31.46	32.73	33.98	35.27	36.78	38.19	39.77	41.33
<b>13</b>	-	-	-	-	-	-	-	-	-	-	-
	40,268.80	41,849.60	43,617.60	45,385.60	47,112.00	48,900.80	51,001.60	52,956.80	55,140.80	57,304.00	59,508.80
	1,548.80	1,609.60	1,677.60	1,745.60	1,812.00	1,880.80	1,961.60	2,036.80	2,120.80	2,204.00	2,288.80
	<b>19.36</b>	<b>20.12</b>	<b>20.97</b>	<b>21.82</b>	<b>22.65</b>	<b>23.51</b>	<b>24.52</b>	<b>25.46</b>	<b>26.51</b>	<b>27.55</b>	<b>28.61</b>
	29.04	30.18	31.46	32.73	33.98	35.27	36.78	38.19	39.77	41.33	42.92
<b>14</b>	-	-	-	-	-	-	-	-	-	-	-
	41,849.60	43,617.60	45,385.60	47,112.00	48,900.80	51,001.60	52,956.80	55,140.80	57,304.00	59,508.80	61,984.00
	1,609.60	1,677.60	1,745.60	1,812.00	1,880.80	1,961.60	2,036.80	2,120.80	2,204.00	2,288.80	2,384.00
	<b>20.12</b>	<b>20.97</b>	<b>21.82</b>	<b>22.65</b>	<b>23.51</b>	<b>24.52</b>	<b>25.46</b>	<b>26.51</b>	<b>27.55</b>	<b>28.61</b>	<b>29.80</b>
	30.18	31.46	32.73	33.98	35.27	36.78	38.19	39.77	41.33	42.92	44.70
<b>15</b>	-	-	-	-	-	-	-	-	-	-	-
	43,617.60	45,385.60	47,112.00	48,900.80	51,001.60	52,956.80	55,140.80	57,304.00	59,508.80	61,984.00	64,604.80
	1,677.60	1,745.60	1,812.00	1,880.80	1,961.60	2,036.80	2,120.80	2,204.00	2,288.80	2,384.00	2,484.80
	<b>20.97</b>	<b>21.82</b>	<b>22.65</b>	<b>23.51</b>	<b>24.52</b>	<b>25.46</b>	<b>26.51</b>	<b>27.55</b>	<b>28.61</b>	<b>29.80</b>	<b>31.06</b>
	31.46	32.73	33.98	35.27	36.78	38.19	39.77	41.33	42.92	44.70	46.59
<b>16</b>	-	-	-	-	-	-	-	-	-	-	-
	45,385.60	47,112.00	48,900.80	51,001.60	52,956.80	55,140.80	57,304.00	59,508.80	61,984.00	64,604.80	67,059.20
	1,745.60	1,812.00	1,880.80	1,961.60	2,036.80	2,120.80	2,204.00	2,288.80	2,384.00	2,484.80	2,579.20
	<b>21.82</b>	<b>22.65</b>	<b>23.51</b>	<b>24.52</b>	<b>25.46</b>	<b>26.51</b>	<b>27.55</b>	<b>28.61</b>	<b>29.80</b>	<b>31.06</b>	<b>32.24</b>
	32.73	33.98	35.27	36.78	38.19	39.77	41.33	42.92	44.70	46.59	48.36
<b>17</b>	-	-	-	-	-	-	-	-	-	-	-
	47,112.00	48,900.80	51,001.60	52,956.80	55,140.80	57,304.00	59,508.80	61,984.00	64,604.80	67,059.20	69,617.60
	1,812.00	1,880.80	1,961.60	2,036.80	2,120.80	2,204.00	2,288.80	2,384.00	2,484.80	2,579.20	2,677.60
	<b>22.65</b>	<b>23.51</b>	<b>24.52</b>	<b>25.46</b>	<b>26.51</b>	<b>27.55</b>	<b>28.61</b>	<b>29.80</b>	<b>31.06</b>	<b>32.24</b>	<b>33.47</b>
	33.98	35.27	36.78	38.19	39.77	41.33	42.92	44.70	46.59	48.36	50.21
	56.63	58.78	61.30	63.65	66.28	68.88	71.53	74.50	77.65	80.60	83.68

	Step-0	Step-1	Step-2	Step-3	Step-4	Step-5	Step-6	Step-7	Step-8	Step-9	Step-10
18	48,900.80	51,001.60	52,956.80	55,140.80	57,304.00	59,508.80	61,984.00	64,604.80	67,059.20	69,617.60	72,467.20
	1,880.80	1,961.60	2,036.80	2,120.80	2,204.00	2,288.80	2,384.00	2,484.80	2,579.20	2,677.60	2,787.20
	<b>23.51</b>	<b>24.52</b>	<b>25.46</b>	<b>26.51</b>	<b>27.55</b>	<b>28.61</b>	<b>29.80</b>	<b>31.06</b>	<b>32.24</b>	<b>33.47</b>	<b>34.84</b>
	35.27	36.78	38.19	39.77	41.33	42.92	44.70	46.59	48.36	50.21	52.26
	58.78	61.30	63.65	66.28	68.88	71.53	74.50	77.65	80.60	83.68	87.10
19	-	-	-	-	-	-	-	-	-	-	-
	51,001.60	52,956.80	55,140.80	57,304.00	59,508.80	61,984.00	64,604.80	67,059.20	69,617.60	72,467.20	75,400.00
	1,961.60	2,036.80	2,120.80	2,204.00	2,288.80	2,384.00	2,484.80	2,579.20	2,677.60	2,787.20	2,900.00
	<b>24.52</b>	<b>25.46</b>	<b>26.51</b>	<b>27.55</b>	<b>28.61</b>	<b>29.80</b>	<b>31.06</b>	<b>32.24</b>	<b>33.47</b>	<b>34.84</b>	<b>36.25</b>
	36.78	38.19	39.77	41.33	42.92	44.70	46.59	48.36	50.21	52.26	54.38
20	61.30	63.65	66.28	68.88	71.53	74.50	77.65	80.60	83.68	87.10	90.63
	52,956.80	55,140.80	57,304.00	59,508.80	61,984.00	64,604.80	67,059.20	69,617.60	72,467.20	75,400.00	78,499.20
	2,036.80	2,120.80	2,204.00	2,288.80	2,384.00	2,484.80	2,579.20	2,677.60	2,787.20	2,900.00	3,019.20
	<b>25.46</b>	<b>26.51</b>	<b>27.55</b>	<b>28.61</b>	<b>29.80</b>	<b>31.06</b>	<b>32.24</b>	<b>33.47</b>	<b>34.84</b>	<b>36.25</b>	<b>37.74</b>
	38.19	39.77	41.33	42.92	44.70	46.59	48.36	50.21	52.26	54.38	56.61
21	63.65	66.28	68.88	71.53	74.50	77.65	80.60	83.68	87.10	90.63	94.35
	-	-	-	-	-	-	-	-	-	-	-
	55,140.80	57,304.00	59,508.80	61,984.00	64,604.80	67,059.20	69,617.60	72,467.20	75,400.00	78,499.20	81,577.60
	2,120.80	2,204.00	2,288.80	2,384.00	2,484.80	2,579.20	2,677.60	2,787.20	2,900.00	3,019.20	3,137.60
	<b>26.51</b>	<b>27.55</b>	<b>28.61</b>	<b>29.80</b>	<b>31.06</b>	<b>32.24</b>	<b>33.47</b>	<b>34.84</b>	<b>36.25</b>	<b>37.74</b>	<b>39.22</b>
22	39.77	41.33	42.92	44.70	46.59	48.36	50.21	52.26	54.38	56.61	58.83
	66.28	68.88	71.53	74.50	77.65	80.60	83.68	87.10	90.63	94.35	98.05
	-	-	-	-	-	-	-	-	-	-	-
	57,304.00	59,508.80	61,984.00	64,604.80	67,059.20	69,617.60	72,467.20	75,400.00	78,499.20	81,577.60	84,843.20
	2,204.00	2,288.80	2,384.00	2,484.80	2,579.20	2,677.60	2,787.20	2,900.00	3,019.20	3,137.60	3,263.20
23	<b>27.55</b>	<b>28.61</b>	<b>29.80</b>	<b>31.06</b>	<b>32.24</b>	<b>33.47</b>	<b>34.84</b>	<b>36.25</b>	<b>37.74</b>	<b>39.22</b>	<b>40.79</b>
	41.33	42.92	44.70	46.59	48.36	50.21	52.26	54.38	56.61	58.83	61.19
	68.88	71.53	74.50	77.65	80.60	83.68	87.10	90.63	94.35	98.05	101.98
	-	-	-	-	-	-	-	-	-	-	-
	59,508.80	61,984.00	64,604.80	67,059.20	69,617.60	72,467.20	75,400.00	78,499.20	81,577.60	84,843.20	88,212.80
24	2,288.80	2,384.00	2,484.80	2,579.20	2,677.60	2,787.20	2,900.00	3,019.20	3,137.60	3,263.20	3,392.80
	<b>28.61</b>	<b>29.80</b>	<b>31.06</b>	<b>32.24</b>	<b>33.47</b>	<b>34.84</b>	<b>36.25</b>	<b>37.74</b>	<b>39.22</b>	<b>40.79</b>	<b>42.41</b>
	42.92	44.70	46.59	48.36	50.21	52.26	54.38	56.61	58.83	61.19	63.62
	71.53	74.50	77.65	80.60	83.68	87.10	90.63	94.35	98.05	101.98	106.03
	-	-	-	-	-	-	-	-	-	-	-
25	61,984.00	64,604.80	67,059.20	69,617.60	72,467.20	75,400.00	78,499.20	81,577.60	84,843.20	88,212.80	91,811.20
	2,384.00	2,484.80	2,579.20	2,677.60	2,787.20	2,900.00	3,019.20	3,137.60	3,263.20	3,392.80	3,531.20
	<b>29.80</b>	<b>31.06</b>	<b>32.24</b>	<b>33.47</b>	<b>34.84</b>	<b>36.25</b>	<b>37.74</b>	<b>39.22</b>	<b>40.79</b>	<b>42.41</b>	<b>44.14</b>
	44.70	46.59	48.36	50.21	52.26	54.38	56.61	58.83	61.19	63.62	66.21
	74.50	77.65	80.60	83.68	87.10	90.63	94.35	98.05	101.98	106.03	110.35
26	-	-	-	-	-	-	-	-	-	-	-
	64,604.80	67,059.20	69,617.60	72,467.20	75,400.00	78,499.20	81,577.60	84,843.20	88,212.80	91,811.20	95,513.60
	2,484.80	2,579.20	2,677.60	2,787.20	2,900.00	3,019.20	3,137.60	3,263.20	3,392.80	3,531.20	3,673.60
	<b>31.06</b>	<b>32.24</b>	<b>33.47</b>	<b>34.84</b>	<b>36.25</b>	<b>37.74</b>	<b>39.22</b>	<b>40.79</b>	<b>42.41</b>	<b>44.14</b>	<b>45.92</b>
	46.59	48.36	50.21	52.26	54.38	56.61	58.83	61.19	63.62	66.21	68.88
27	77.65	80.60	83.68	87.10	90.63	94.35	98.05	101.98	106.03	110.35	114.80
	-	-	-	-	-	-	-	-	-	-	-
	67,059.20	69,617.60	72,467.20	75,400.00	78,499.20	81,577.60	84,843.20	88,212.80	91,811.20	95,513.60	99,552.00
	2,579.20	2,677.60	2,787.20	2,900.00	3,019.20	3,137.60	3,263.20	3,392.80	3,531.20	3,673.60	3,820.00
	<b>32.24</b>	<b>33.47</b>	<b>34.84</b>	<b>36.25</b>	<b>37.74</b>	<b>39.22</b>	<b>40.79</b>	<b>42.41</b>	<b>44.14</b>	<b>45.92</b>	<b>47.75</b>

**APPENDIX B**  
**LAS VEGAS CONVENTION AND VISITORS AUTHORITY**  
**SALARY RANGES FOR ALL BARGAINING AMBASSADORS**  
**EFFECTIVE JULY 9,2023**  
**Includes PERS - 1.875%**

**Annual**  
**Bi-Weekly**  
**Hourly**  
**Overtime**  
**Holiday**

	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
<b>9</b>	35,422.40	36,795.20	38,292.80	39,915.20	41,454.40	43,076.80	44,907.20	46,716.80	48,484.80	50,336.00	52,499.20
	1,362.40	1,415.20	1,472.80	1,535.20	1,594.40	1,656.80	1,727.20	1,796.80	1,864.80	1,936.00	2,019.20
	<b>17.03</b>	<b>17.69</b>	<b>18.41</b>	<b>19.19</b>	<b>19.93</b>	<b>20.71</b>	<b>21.59</b>	<b>22.46</b>	<b>23.31</b>	<b>24.20</b>	<b>25.24</b>
	25.55	26.54	27.62	28.79	29.90	31.07	32.39	33.69	34.97	36.30	37.86
	42.58	44.23	46.03	47.98	49.83	51.78	53.98	56.15	58.28	60.50	63.10
<b>10</b>	36,795.20	38,292.80	39,915.20	41,454.40	43,076.80	44,907.20	46,716.80	48,484.80	50,336.00	52,499.20	54,516.80
	1,415.20	1,472.80	1,535.20	1,594.40	1,656.80	1,727.20	1,796.80	1,864.80	1,936.00	2,019.20	2,096.80
	<b>17.69</b>	<b>18.41</b>	<b>19.19</b>	<b>19.93</b>	<b>20.71</b>	<b>21.59</b>	<b>22.46</b>	<b>23.31</b>	<b>24.20</b>	<b>25.24</b>	<b>26.21</b>
	26.54	27.62	28.79	29.90	31.07	32.39	33.69	34.97	36.30	37.86	39.32
	44.23	46.03	47.98	49.83	51.78	53.98	56.15	58.28	60.50	63.10	65.53
<b>11</b>	38,292.80	39,915.20	41,454.40	43,076.80	44,907.20	46,716.80	48,484.80	50,336.00	52,499.20	54,516.80	56,763.20
	1,472.80	1,535.20	1,594.40	1,656.80	1,727.20	1,796.80	1,864.80	1,936.00	2,019.20	2,096.80	2,183.20
	<b>18.41</b>	<b>19.19</b>	<b>19.93</b>	<b>20.71</b>	<b>21.59</b>	<b>22.46</b>	<b>23.31</b>	<b>24.20</b>	<b>25.24</b>	<b>26.21</b>	<b>27.29</b>
	27.62	28.79	29.90	31.07	32.39	33.69	34.97	36.30	37.86	39.32	40.94
	46.03	47.98	49.83	51.78	53.98	56.15	58.28	60.50	63.10	65.53	68.23
<b>12</b>	39,915.20	41,454.40	43,076.80	44,907.20	46,716.80	48,484.80	50,336.00	52,499.20	54,516.80	56,763.20	58,988.80
	1,535.20	1,594.40	1,656.80	1,727.20	1,796.80	1,864.80	1,936.00	2,019.20	2,096.80	2,183.20	2,268.80
	<b>19.19</b>	<b>19.93</b>	<b>20.71</b>	<b>21.59</b>	<b>22.46</b>	<b>23.31</b>	<b>24.20</b>	<b>25.24</b>	<b>26.21</b>	<b>27.29</b>	<b>28.36</b>
	28.79	29.90	31.07	32.39	33.69	34.97	36.30	37.86	39.32	40.94	42.54
	47.98	49.83	51.78	53.98	56.15	58.28	60.50	63.10	65.53	68.23	70.90
<b>13</b>	41,454.40	43,076.80	44,907.20	46,716.80	48,484.80	50,336.00	52,499.20	54,516.80	56,763.20	58,988.80	61,256.00
	1,594.40	1,656.80	1,727.20	1,796.80	1,864.80	1,936.00	2,019.20	2,096.80	2,183.20	2,268.80	2,356.00
	<b>19.93</b>	<b>20.71</b>	<b>21.59</b>	<b>22.46</b>	<b>23.31</b>	<b>24.20</b>	<b>25.24</b>	<b>26.21</b>	<b>27.29</b>	<b>28.36</b>	<b>29.45</b>
	29.90	31.07	32.39	33.69	34.97	36.30	37.86	39.32	40.94	42.54	44.18
	49.83	51.78	53.98	56.15	58.28	60.50	63.10	65.53	68.23	70.90	73.63
<b>14</b>	43,076.80	44,907.20	46,716.80	48,484.80	50,336.00	52,499.20	54,516.80	56,763.20	58,988.80	61,256.00	63,793.60
	1,656.80	1,727.20	1,796.80	1,864.80	1,936.00	2,019.20	2,096.80	2,183.20	2,268.80	2,356.00	2,453.60
	<b>20.71</b>	<b>21.59</b>	<b>22.46</b>	<b>23.31</b>	<b>24.20</b>	<b>25.24</b>	<b>26.21</b>	<b>27.29</b>	<b>28.36</b>	<b>29.45</b>	<b>30.67</b>
	31.07	32.39	33.69	34.97	36.30	37.86	39.32	40.94	42.54	44.18	46.01
	51.78	53.98	56.15	58.28	60.50	63.10	65.53	68.23	70.90	73.63	76.68
<b>15</b>	44,907.20	46,716.80	48,484.80	50,336.00	52,499.20	54,516.80	56,763.20	58,988.80	61,256.00	63,793.60	66,497.60

	1,727.20	1,796.80	1,864.80	1,936.00	2,019.20	2,096.80	2,183.20	2,268.80	2,356.00	2,453.60	2,557.60
	<b>21.59</b>	<b>22.46</b>	<b>23.31</b>	<b>24.20</b>	<b>25.24</b>	<b>26.21</b>	<b>27.29</b>	<b>28.36</b>	<b>29.45</b>	<b>30.67</b>	<b>31.97</b>
	32.39	33.69	34.97	36.30	37.86	39.32	40.94	42.54	44.18	46.01	47.96
	53.98	56.15	58.28	60.50	63.10	65.53	68.23	70.90	73.63	76.68	79.93
	46,716.80	48,484.80	50,336.00	52,499.20	54,516.80	56,763.20	58,988.80	61,256.00	63,793.60	66,497.60	69,035.20
<b>16</b>	1,796.80	1,864.80	1,936.00	2,019.20	2,096.80	2,183.20	2,268.80	2,356.00	2,453.60	2,557.60	2,655.20
	<b>22.46</b>	<b>23.31</b>	<b>24.20</b>	<b>25.24</b>	<b>26.21</b>	<b>27.29</b>	<b>28.36</b>	<b>29.45</b>	<b>30.67</b>	<b>31.97</b>	<b>33.19</b>
	33.69	34.97	36.30	37.86	39.32	40.94	42.54	44.18	46.01	47.96	49.79
	56.15	58.28	60.50	63.10	65.53	68.23	70.90	73.63	76.68	79.93	82.98
	49,004.80	50,856.00	53,040.00	55,078.40	57,345.60	59,592.00	61,880.00	64,459.20	67,184.00	69,742.40	72,404.80
<b>17</b>	1,884.80	1,956.00	2,040.00	2,118.40	2,205.60	2,292.00	2,380.00	2,479.20	2,584.00	2,682.40	2,784.80
	<b>23.56</b>	<b>24.45</b>	<b>25.50</b>	<b>26.48</b>	<b>27.57</b>	<b>28.65</b>	<b>29.75</b>	<b>30.99</b>	<b>32.30</b>	<b>33.53</b>	<b>34.81</b>
	35.34	36.68	38.25	39.72	41.36	42.98	44.63	46.49	48.45	50.30	52.22
	58.90	61.13	63.75	66.20	68.93	71.63	74.38	77.48	80.75	83.83	87.03
	50,336.00	52,499.20	54,516.80	56,763.20	58,988.80	61,256.00	63,793.60	66,497.60	69,035.20	71,656.00	74,588.80
<b>18</b>	1,936.00	2,019.20	2,096.80	2,183.20	2,268.80	2,356.00	2,453.60	2,557.60	2,655.20	2,756.00	2,868.80
	<b>24.20</b>	<b>25.24</b>	<b>26.21</b>	<b>27.29</b>	<b>28.36</b>	<b>29.45</b>	<b>30.67</b>	<b>31.97</b>	<b>33.19</b>	<b>34.45</b>	<b>35.86</b>
	36.30	37.86	39.32	40.94	42.54	44.18	46.01	47.96	49.79	51.68	53.79
	60.50	63.10	65.53	68.23	70.90	73.63	76.68	79.93	82.98	86.13	89.65
	52,499.20	54,516.80	56,763.20	58,988.80	61,256.00	63,793.60	66,497.60	69,035.20	71,656.00	74,588.80	77,604.80
<b>19</b>	2,019.20	2,096.80	2,183.20	2,268.80	2,356.00	2,453.60	2,557.60	2,655.20	2,756.00	2,868.80	2,984.80
	<b>25.24</b>	<b>26.21</b>	<b>27.29</b>	<b>28.36</b>	<b>29.45</b>	<b>30.67</b>	<b>31.97</b>	<b>33.19</b>	<b>34.45</b>	<b>35.86</b>	<b>37.31</b>
	37.86	39.32	40.94	42.54	44.18	46.01	47.96	49.79	51.68	53.79	55.97
	63.10	65.53	68.23	70.90	73.63	76.68	79.93	82.98	86.13	89.65	93.28
	54,516.80	56,763.20	58,988.80	61,256.00	63,793.60	66,497.60	69,035.20	71,656.00	74,588.80	77,604.80	80,808.00
<b>20</b>	2,096.80	2,183.20	2,268.80	2,356.00	2,453.60	2,557.60	2,655.20	2,756.00	2,868.80	2,984.80	3,108.00
	<b>26.21</b>	<b>27.29</b>	<b>28.36</b>	<b>29.45</b>	<b>30.67</b>	<b>31.97</b>	<b>33.19</b>	<b>34.45</b>	<b>35.86</b>	<b>37.31</b>	<b>38.85</b>
	39.32	40.94	42.54	44.18	46.01	47.96	49.79	51.68	53.79	55.97	58.28
	65.53	68.23	70.90	73.63	76.68	79.93	82.98	86.13	89.65	93.28	97.13
	56,763.20	58,988.80	61,256.00	63,793.60	66,497.60	69,035.20	71,656.00	74,588.80	77,604.80	80,808.00	83,969.60
<b>21</b>	2,183.20	2,268.80	2,356.00	2,453.60	2,557.60	2,655.20	2,756.00	2,868.80	2,984.80	3,108.00	3,229.60
	<b>27.29</b>	<b>28.36</b>	<b>29.45</b>	<b>30.67</b>	<b>31.97</b>	<b>33.19</b>	<b>34.45</b>	<b>35.86</b>	<b>37.31</b>	<b>38.85</b>	<b>40.37</b>
	40.94	42.54	44.18	46.01	47.96	49.79	51.68	53.79	55.97	58.28	60.56
	68.23	70.90	73.63	76.68	79.93	82.98	86.13	89.65	93.28	97.13	100.93
	58,988.80	61,256.00	63,793.60	66,497.60	69,035.20	71,656.00	74,588.80	77,604.80	80,808.00	83,969.60	87,339.20
<b>22</b>	2,268.80	2,356.00	2,453.60	2,557.60	2,655.20	2,756.00	2,868.80	2,984.80	3,108.00	3,229.60	3,359.20
	<b>28.36</b>	<b>29.45</b>	<b>30.67</b>	<b>31.97</b>	<b>33.19</b>	<b>34.45</b>	<b>35.86</b>	<b>37.31</b>	<b>38.85</b>	<b>40.37</b>	<b>41.99</b>

	42.54	44.18	46.01	47.96	49.79	51.68	53.79	55.97	58.28	60.56	62.99
	70.90	73.63	76.68	79.93	82.98	86.13	89.65	93.28	97.13	100.93	104.98
	61,256.00	63,793.60	66,497.60	69,035.20	71,656.00	74,588.80	77,604.80	80,808.00	83,969.60	87,339.20	90,792.00
	2,356.00	2,453.60	2,557.60	2,655.20	2,756.00	2,868.80	2,984.80	3,108.00	3,229.60	3,359.20	3,492.00
<b>23</b>	<b>29.45</b>	<b>30.67</b>	<b>31.97</b>	<b>33.19</b>	<b>34.45</b>	<b>35.86</b>	<b>37.31</b>	<b>38.85</b>	<b>40.37</b>	<b>41.99</b>	<b>43.65</b>
	44.18	46.01	47.96	49.79	51.68	53.79	55.97	58.28	60.56	62.99	65.48
	73.63	76.68	79.93	82.98	86.13	89.65	93.28	97.13	100.93	104.98	109.13
	63,793.60	66,497.60	69,035.20	71,656.00	74,588.80	77,604.80	80,808.00	83,969.60	87,339.20	90,792.00	94,494.40
	2,453.60	2,557.60	2,655.20	2,756.00	2,868.80	2,984.80	3,108.00	3,229.60	3,359.20	3,492.00	3,634.40
<b>24</b>	<b>30.67</b>	<b>31.97</b>	<b>33.19</b>	<b>34.45</b>	<b>35.86</b>	<b>37.31</b>	<b>38.85</b>	<b>40.37</b>	<b>41.99</b>	<b>43.65</b>	<b>45.43</b>
	46.01	47.96	49.79	51.68	53.79	55.97	58.28	60.56	62.99	65.48	68.15
	76.68	79.93	82.98	86.13	89.65	93.28	97.13	100.93	104.98	109.13	113.58
	66,497.60	69,035.20	71,656.00	74,588.80	77,604.80	80,808.00	83,969.60	87,339.20	90,792.00	94,494.40	98,321.60
	2,557.60	2,655.20	2,756.00	2,868.80	2,984.80	3,108.00	3,229.60	3,359.20	3,492.00	3,634.40	3,781.60
<b>25</b>	<b>31.97</b>	<b>33.19</b>	<b>34.45</b>	<b>35.86</b>	<b>37.31</b>	<b>38.85</b>	<b>40.37</b>	<b>41.99</b>	<b>43.65</b>	<b>45.43</b>	<b>47.27</b>
	47.96	49.79	51.68	53.79	55.97	58.28	60.56	62.99	65.48	68.15	70.91
	79.93	82.98	86.13	89.65	93.28	97.13	100.93	104.98	109.13	113.58	118.18

LVCVA/SEIU Local 1107  
**COLLECTIVE BARGAINING AGREEMENT**  
Supervisory Ambassador Unit  
July 1, 2023, to June 30, 2028

**SIGNATURES**

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Grace Vergara-Mactal  
Executive Director  
Service Employees  
International Union, Local 1107

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Steve Hill  
Chief Executive Officer  
Las Vegas Convention &  
Visitors Authority

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Ed Finger  
LVCVA Chief Negotiator  
Chief Financial Officer  
Las Vegas Convention &  
Visitors Authority

LVCVA/SEIU Local 1107  
COLLECTIVE BARGAINING AGREEMENT  
~~Employee~~ Ambassador Unit  
July 1, 2023, to June 30, 2028

**SIGNATURES**

---

Grace Vergara-Mactal  
Executive Director  
Service Employees  
International Union, Local 1107

---

Steve Hill  
Chief Executive Officer  
Las Vegas Convention &  
Visitors Authority

---

Ed Finger  
LVCVA Chief Negotiator  
Chief Financial Officer  
Las Vegas Convention &  
Visitors Authority



**Attachment IV - Service Employees International Union (SEIU) Local 1107**  
**Fiscal Impact Assessment Summary**

<u>Article Number</u>	<u>Article Title</u>	<u>No Change Item</u>	<u>No Cost / Savings Item</u>	<u>Cost / Savings Item</u>
1	Agreement		X	
2	Recognition	X		
3	Management Rights	X		
4	Union Rights	X		
5	Transfer of Facility	X		
6	Market Wage Adjustments			X
7	Step Progression	X		
8	Hours of Work			X
9	Filling of Vacancies			X
10	Holidays		X	
11	Personal Time Off			X
12	Miscellaneous Leave			X
13	Longevity Bonus Program	X		
14	Group Insurance	X		
15	Educational Assistance			X
16	Retirement Contribution	X		
17	Health and Safety			X
18	Work-Related Injuries	X		
19	Reductions in Force and Recall			X
20	Dispute Resolution		X	
21	Corrective Action and Discipline		X	
22	Definitions		X	
Appendix A	Bargaining Unit Classifications			X
Appendix B	Salary Ranges Effective July 9, 2023		X	

**Attachment V - Service Employees International Union (SEIU) Local 1107**  
**Fiscal Impact Summary**

				Beginning contract value:				
				\$ 26,700,000	\$ 27,651,000	\$ 28,002,000	\$ 28,348,000	\$ 28,689,000
				Year One	Year Two	Year Three	Year Four	Year Five
				Contract Cost	Contract Cost	Contract Cost	Contract Cost	Contract Cost
Article #	Article Description	New Benefit or Change in Benefit	Summary of New Benefit or Change in Benefit	(Savings)	(Savings) **	(Savings) **	(Savings) **	(Savings) **
6	Market Wage Adjustments	Change	4.9% base wage adjustments	\$ 1,135,000	*	*	*	*
6	Market Wage Adjustments	Change	\$250 lump sum bonus****	\$ (540,000)	*	*	*	*
8	Hours of Work	Change	Increased swing and grave shift differential pay	\$ 80,000	\$ 80,000	\$ 80,000	\$ 80,000	\$ 80,000
8	Hours of Work	Change	Increased Customer Safety instructor premium pays	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000
8	Hours of Work	New	Created plumber backflow certification pay	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000	\$ 1,000
8	Hours of Work	Change	Revised Canine Pay allowance for leave periods	\$ 6,500	\$ 6,500	\$ 6,500	\$ 6,500	\$ 6,500
9	Filling of Vacancies	Change	Employees in Grade 9 start / moved to Step 1	\$ 39,500	\$ 39,500	\$ 39,500	\$ 39,500	\$ 39,500
11	Personal Time Off	Change	Decreased PTO accrual rate for new employees for first 5 years	\$ (5,000)	\$ (10,000)	\$ (15,000)	\$ (20,000)	\$ (25,000)
12	Miscellaneous Leave	New	Added Parental Leave benefit	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000
15	Educational Assistance	New	Created cross-training program	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000
17	Health and Safety	Change	Increased safety show allowance from \$125 to \$175	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000
19	Reductions in Force and Recall	Change	Same-as separation benefit language	***	***	***	***	***
Appendix A	Bargaining Unit Classifications	Change	Moved trade positions up one pay grade (4%)	\$ 185,000	\$ 185,000	\$ 185,000	\$ 185,000	\$ 185,000
Appendix A	Bargaining Unit Classifications	Change	Moved security dispatcher position up one pay grade (4%)	\$ 25,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ 25,000
<b>Total</b>				<b>\$ 951,000</b>	<b>\$ 351,000</b>	<b>\$ 346,000</b>	<b>\$ 341,000</b>	<b>\$ 336,000</b>

Ending contract value: \$ 27,651,000 \$ 28,002,000 \$ 28,348,000 \$ 28,689,000 \$ 29,025,000

\* - This article has reopeners in years 2 through 5 of the contract, which will additionally impact other wage articles.

\*\* - Years 2 through 5 values may change based on market wage adjustment reopeners in future years, and will be reported in those years.

\*\*\* - Dependent on future Board-approved separation programs, if any.

\*\*\*\* - Current year lump sum bonus of \$250, prior year of \$2,250

# 2023 BOARD OF DIRECTORS REGULAR MEETING SCHEDULE



## JANUARY

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

## FEBRUARY

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28				

## MARCH

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

## APRIL

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

## MAY

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

## JUNE

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

## JULY

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

## AUGUST

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

## SEPTEMBER

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

## OCTOBER

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

## NOVEMBER

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

## DECEMBER

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

- Regular meetings of the Las Vegas Convention and Visitors Authority (LVCVA) Board of Directors (Board) are scheduled for the second Tuesday of each month at 9 a.m., or at the call of the chair.
- All Board meetings of the LVCVA are open to the general public.
- Per NRS 354.596(4): The public hearing on the tentative budget must be held by the governing body not sooner than the third Monday in May and not later than the last day in May.
- Agendas and approved minutes of the Board meetings are posted on the LVCVA website at: [www.lvcva.com/agenda](http://www.lvcva.com/agenda).
- Most meetings are held at the Las Vegas Convention Center in the Board Room at 3150 Paradise Road, Las Vegas, Nevada 89109. Locations of meetings are subject to change.

### REGULAR MEETINGS

January	10	May	9	September	12
February	14	June	13	October	10
March	14	July	11	November	14
April	11	August	8	December	12

### COMMITTEE MEETINGS/OTHER

Audit Committee Meeting – March 13  
 Marketing Committee Meeting – April 27  
 Public Hearing on the Budget – May 31  
 Compensation Committee Meeting – June 26



# COMMITTEES OF THE LVCVA BOARD OF DIRECTORS

## **AUDIT COMMITTEE**

Commissioner Michael Naft, Chair  
Mayor Michelle Romero, Vice Chair  
Mayor Pamela Goynes-Brown  
Mr. Steve Thompson  
Councilman Steve Walton  
Councilman Brian Wursten

## **COMPENSATION COMMITTEE**

Mr. Anton Nikodemus, Chair  
Ms. Mary Beth Sewald, Vice Chair  
Mr. Scott DeAngelo  
Mr. Brian Gullbrants  
Commissioner Michael Naft  
Mayor Michelle Romero

## **LVCCD COMMITTEE**

Commissioner Jim Gibson, Chair  
Mr. Anton Nikodemus, Vice Chair  
Mayor Carolyn Goodman  
Mr. Brian Gullbrants  
Ms. Jan Jones Blackhurst  
Commissioner Michael Naft  
Mr. Steve Thompson

## **LVCVA REPRESENTATIVES ON THE LAS VEGAS EVENTS BOARD OF DIRECTORS**

Commissioner Jim Gibson  
Mayor Carolyn Goodman

## **MARKETING COMMITTEE**

Mr. Scott DeAngelo, Chair  
Mr. Brian Gullbrants, Vice Chair  
Councilman Cedric Crear  
Ms. Jan Jones Blackhurst  
Mr. Anton Nikodemus  
Ms. Mary Beth Sewald

## **POLICY COMMITTEE**

Ms. Jan Jones Blackhurst, Chair  
Mayor Pamela Goynes-Brown, Vice Chair  
Councilman Cedric Crear  
Commissioner Jim Gibson  
Councilman Steve Walton  
Councilman Brian Wursten

