



September 5, 2025

President Jeff Alexander
Truckee Meadows Community College
7000 Dandini Blvd, RDMT 200
Reno, NV 89512

Dear President Alexander,

As you know, negotiations have commenced on the TMCC-NFA contract, which is set to expire on June 30, 2026. While we've only held two initial sessions—focused primarily on organizing future discussions—I've been encouraged by their productivity and remain optimistic about completing negotiations in a timely and constructive manner.

However, we are compelled to express serious concerns regarding actions by the Chancellor and the Board of Regents that may jeopardize the integrity and viability of these negotiations.

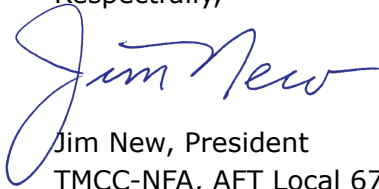
As Amy Cavanaugh and I discussed with you and Vice President Deadmond last week, the proposed revisions to Title 4, Chapter 4—scheduled for consideration at the Board of Regents' quarterly meeting on September 11–12—raise significant issues. These changes are being introduced just as our negotiations are getting underway and while our colleagues at CSN and WNC have been engaged in contract talks since November 2024. NSU and its NFA chapter are also preparing to begin negotiations this year. Moreover, NSHE's Briefing Paper indicates that additional revisions to this chapter of the Handbook are forthcoming.

In effect, NSHE is altering the rules and processes governing negotiations while all four collective bargaining units are actively engaged in them. This approach undermines the principles of good faith bargaining.

We find the proposed changes troubling—not only because of their timing, but also due to internal contradictions within the language. The piecemeal nature of these revisions risks compounding inconsistencies and confusion, especially when changes are considered in isolation rather than as part of a comprehensive update. Revisions to Title 4, Chapter 4 should be made holistically and concurrently.

We urge you to convey these concerns to the Regents and advocate for a more collaborative approach. Without a clear and stable framework, it becomes increasingly difficult to plan strategically or proceed with negotiations in good faith.

Respectfully,

A handwritten signature in blue ink that reads "Jim New". The signature is fluid and cursive, with the first name "Jim" and last name "New" clearly legible.

Jim New, President
TMCC-NFA, AFT Local 6766