

8. FORENSIC APPENDICES: LABOR & UNION

Appendix A: Key Event Timeline (Labor Relations)

Mapping the trajectory from administrator to candidate.

- **Oct 2020: WCSDA (Sheriff Deputies) Endorsement Snub.** The Washoe County Sheriff Deputies Association endorses incumbent Republican Marsha Berkbigler over Hill, establishing a foundational rift with law enforcement labor.¹
- **Jan 2021: Hill Assumes Office.** Begins tenure as Commissioner, creating a voting record on labor contracts.
- **July 2022: The "Inflation" Contracts.** Hill votes to approve a 5% COLA (retroactive) and 3.5% future COLA for WCEA (county employees) and WCSDA (deputies), cementing her reputation as a "wage-supportive" employer despite the political friction with police.
- **May 2023: AFSCME Alignment.** AFSCME Local 4041 (State Workers) publicly opposes the film tax credit expansion during the legislative session, aligning with Hill's "anti-corporate handout" stance and against the Building Trades.
- **Aug 2023: Meeting Control Conflict.** Hill describes "organized groups" disrupting meetings. This rhetoric, while targeted at election deniers, alienates some populist elements within the public safety unions who view strict meeting controls as anti-democratic.
- **Feb 2024: The "Locus" Donation.** Locus Development Group donates \$2,500 to Hill. While not a union, this developer connection complicates her relationship with trades who may view her as selective in her anti-corporate stances.³
- **May 2024: Union Primary Endorsements.**
 - **Secured:** Northern Nevada Central Labor Council, Laborers Local 169, Culinary Union Local 226.
 - **Lost:** Public Safety Alliance of Nevada (PSAN) and WCSDA endorse other candidates or remain hostile.
- **Nov 2024: Library Tax Failure.** Voters reject the library tax override. Hill supports a "flat budget" for FY26/27, effectively forcing the General Fund to absorb costs or trigger WCEA-contracted layoff procedures.
- **Jan 2025: The Lepori Vote.** Hill's commission advances a contract for Frank Lepori Construction (a non-union or mixed-shop donor), potentially irritating strictly unionized trades.⁴
- **Ongoing (2025-2026): The "Hollywood 2.0" War.** The Building Trades mobilize the "Nevada Jobs Now" PAC (\$1M+) to pass film tax credits. Hill remains the primary Democratic antagonist to this effort.⁶

Appendix B: Evidence Table (Labor Claims & Verification)

Claim / Narrative	Evidence Source	Verification Status	Forensic Note
"Hill is anti-police union."	¹ BCC Minutes 2020 **** NAPSO Endorsements	Confirmed (Political)	WCSDA endorsed her opponent in 2020. However, her <i>voting record</i> ⁸ shows she approved their pay raises. The hostility is political/cultural, not administrative.
"Hill supports rent control."	⁹ Camp. Statement **** Culinary Endorsement	Confirmed (Rhetorical)	She advocates for "temporary rent caps," aligning with the Culinary Union. <i>Constraint:</i> She cannot enact this unilaterally due to Dillon's Rule; it is a lobbying position.
"Hill opposes union jobs."	¹⁰ KTNV Report ⁷ NV Indy Report	Nuanced / Contextual	False regarding public works (she votes for Prevailing Wage ¹¹). True regarding specific film industry construction jobs dependent on tax credits she opposes.
"Hill protects county staff."	¹² WCEA Contract **** BCC Minutes	Confirmed (Administrative)	Voted for significant COLAs (8.5% over 2 years) and maintains strict contract

			protections against arbitrary layoffs.
"Hill is funded by developers."	<p>³ C&E Reports ¹³ Public Comment</p>	Confirmed (Financial)	Accepted \$2,500 from Locus Development and \$1,000 from Lepori Construction. This contradicts her "anti-corporate" branding but aligns with "pro-growth" labor (Operating Engineers).

Appendix C: Labor Influence Network Map (2026 Projection)

This network analysis visualizes the fracturing of the Democratic labor coalition regarding Hill's gubernatorial bid.

Cluster 1: The "Public Service" Coalition (Hill Allies)

- **Base:** WCEA (County Staff), AFSCME Local 4041 (State Workers), NNCLC (Northern Central Labor Council).
- **Shared Interest:** Protecting the General Fund from tax giveaways; securing COLA increases; maintaining public service staffing levels.
- **Key Signal:** AFSCME's formal opposition to the film tax credit **** is the "smoking gun" that proves Hill has institutional labor support for her controversial tax stance.

Cluster 2: The "Housing & Service" Sector (Lean Hill/Toss-up)

- **Base:** Culinary Union Local 226 (Hospitality), SEIU Local 1107.
- **Shared Interest:** Rent control, affordable housing, healthcare access.
- **Tension:** Culinary endorsed Hill for Commission **** but has a long history with Aaron Ford. Hill's aggressive rent control stance appeals to their rank-and-file more than Ford's moderate approach, but Ford's incumbency is powerful.

Cluster 3: The "Hard Hat" & Corporate Coalition (Hill Adversaries)

- **Base:** Southern Nevada Building Trades, Teamsters Local 986, IATSE Local 720 (Film workers).
- **Shared Interest:** Passing the Film Tax Credit expansion to generate construction and production jobs.
- **Key Conflict:** They view Hill's opposition to the tax credits as an existential threat to their

job pipeline. They are funding the "Nevada Jobs Now" PAC

7

which will likely attack her.

Cluster 4: The "Law & Order" Bloc (Hostile)

- **Base:** WCSDA (Sheriff Deputies), PSAN (Public Safety Alliance).
 - **Shared Interest:** Police protections, opposition to civilian oversight/restrictive meeting rules.
 - **Status:** Historically aligned with Republicans (Berkbigler/Lombardo). Unlikely to support Hill in any scenario.
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Appendix D: Voter Decision Matrix (Labor Lens)

If you are a voter prioritizing...

- ...**Public Services & Government Stability: Vote Hill.** She prioritizes the solvency of the General Fund over tax breaks, ensuring librarians and social workers get paid.
- ...**Construction & Industrial Job Growth: Risk.** Her opposition to the Film Tax Credit could stall a major new industry (studios) that promises thousands of union construction jobs.
- ...**Rent Control & Housing Costs: Vote Hill.** She is the only major candidate explicitly campaigning on rent caps, aligning with the Culinary Union's neighborhood stability goals.
- ...**Police & Public Safety: Avoid.** Her relationship with law enforcement unions is fractured; they view her as adversarial to their political interests.

9. FINAL STRATEGIC FORECAST

Alexis Hill's path to the Governor's mansion relies on a high-risk/high-reward strategy: **splitting the labor movement.** She cannot win the "Business Labor" (Building Trades) vote against Aaron Ford. Instead, she is attempting to consolidate the "**Service Labor**" (Culinary, AFSCME, SEIU, Teachers) vote by framing the election as a choice between "Tax Breaks for Hollywood" (Ford/Trades) vs. "Services for Families" (Hill/Service Unions).

Her success depends entirely on whether the rank-and-file of the Culinary Union and AFSCME care more about *rent control and public budgets* than they do about party unity. If she can hold the North (NNCLC) and peel off the Culinary Union in the South, she has a narrow but viable path. If the Culinary Union stays with the establishment (Ford), her labor coalition collapses to just public sector administrators, which is insufficient for a statewide victory.