



## Local Government Employee- Management Relations Board

Nevada Department of Business and Industry  
"Growing business in Nevada"



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### Members of the Board

Brent C. Eckersley, Esq., Chair  
Sandra Masters, Vice-Chair  
Philip E. Larson, Board Member  
Cam Walker, Board Member  
Gary Cottino, Board Member

### Staff

Bruce K. Snyder, Commissioner  
Marisu Romualdez Abellar,  
Board Secretary

## Updated CBA's Now on EMRB Website

The EMRB is almost done uploading the remainder of the current collective bargaining agreements (CBA's) submitted to it as part of the annual filing process. So far CBA's for the counties, cities, firefighters, law enforcement and schools have been uploaded. We expect that the CBA's related to special districts will be uploaded by the end of the month.

Please check them out. They are full of information you may find useful in any upcoming negotiations your local government or employee organization may be holding. For instance, you might find that another CBA may have better language for a given subject area, which could result in fewer disputes in the years to come.

## Michael Brown Appointed New B&I Director

Governor Sisolak has appointed Michael Brown as the new Director of the Department of Business & Industry. Mr. Brown most recently served as the President of Barrick USA, a company for which he had worked since 1994. Prior to joining Barrick, he was Vice President of Government Affairs at the Gold Institute. He also served eight years in the Reagan Administration at Treasury Department and three years on the staff of the Ohio House of Representatives.

Mr. Brown has served on numerous business and philanthropic boards and committees. He currently serves as a board member on the Council for a Better Nevada, the Clark County Public Education Foundation and the Nevada Ballet Theater.

We at the EMRB wish to thank Terry Reynolds for his support for our agency during his short stint as the Interim Director.

## New Notebook Computers Received

The agency recently received funding for notebook computers for the five Board members. Once trained on them later this month, the Board will be able to receive all the pleadings for an upcoming meeting and place them in a folder on their notebook. Shortly thereafter we will be working with the attorneys of record on future hearings to have them submit their proposed exhibits on a flash drive, which would then be downloaded to the notebook computers at the beginning of a hearing. We hope that eventually this will eliminate the need for attorneys submitting a number of binders containing proposed exhibits.

### Inside This Issue

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#### List of Panels

Panel A Eckersley, Masters, Larson  
Panel B Masters, Larson, Walker  
Panel C Larson, Walker, Cottino  
Panel D Eckersley, Walker, Cottino  
Panel E Eckersley, Masters, Cottino

Note: The first person listed is the Presiding Officer of that panel.

## On the Horizon

The Board will be meeting *en banc* on January 28, 2019, in Las Vegas. The Board at that time will deliberate on a motion filed by the City of Las Vegas against the Las Vegas Peace Officers Association. It will also deliberate on two election matters, which by state law, can only be decided by the Board sitting *en banc*. The first is to certify the election results of a recent election between Teamsters Local 14 and the Las Vegas-Clark County Library District. The second is a request by Teamsters Local 14 for a fourth election related to the support staff of the Clark County School District. This request is for an open-ended election.

The Board sitting *en banc* will also review and deliberate on various administrative matters:

- Review of the agency's strategic plan and possible changes thereto;
- Review of the 2018 annual report;
- Discussion of the Board members' e-mail accounts;
- Possible future training topics for Board members;
- Review and possible action related to a quote for a software product for Board orders;
- Performance evaluation of the Commissioner; and
- Performance evaluation of the Board Secretary.

Panel B is scheduled to meet January 29-31, 2019, in Las Vegas. At that time the Panel is scheduled to hear case 2018-006, Charles Ebarb v. Clark County and Clark County Water Reclamation District. This is the first part of a bifurcated hearing in which the panel is called to decide whether to defer to the arbitrator's decision in favor of the Respondents. There is a recognized standard as to when to defer to an arbitrator's decision. If so, the case will then be finalized. If not, then the second part of the hearing will take place at a future date to decide the merits of the case.

Panel C is scheduled to meet February 12-14, 2019, in Las Vegas. At that time the Panel is scheduled to deliberate on a motion to dismiss in Case 2018-026, Jason Woodard v. Sparks Police Protective Association. The panel will also receive and possibly deliberate on two joint status reports for cases currently in arbitration.

Panel A is scheduled to meet February 20-22, 2019, in Las Vegas. At that time the Panel is scheduled to deliberate on a hearing previously held in Case 2018-015, International Union of Operating Engineers, Local 501 v. Esmeralda County. The panel will also deliberate on two motions to dismiss in Case 2018-029, Teamsters Local 14 & Giolito v. City of Mesquite and Case 2018-031, Teamsters Local 14 v. Police Protective Association Civilian Employees (PPACE). Finally, the panel will also deliberate on Case A1-046097, Thomas Knickmeyer v. Clark County Deputy Marshals Association. The CCDMA requests dismissal of the case on the basis that the Complainant, who worked for the Eighth Judicial District Court, was not a local government employee.

## Upcoming Legislative Session

As we approach the upcoming legislative session, which begins on February 4<sup>th</sup>, we will be including information in our e-newsletters as to bills that may affect the EMRB. So far eight Bill Draft Requests have been submitted that would affect collective bargaining. A BDR is the step before a bill is introduced. We will know more about the content of each BDR once it is introduced as a bill.

BDR #	Sponsor	One-Line Description
69	Senator Cannizzaro	Revises provisions relating to deputy marshals
251	Assemblyman Wheeler	Revises provisions related to collective bargaining
405	Senator Atkinson	Revises provisions related to collective bargaining
536	Senate Gov't Affairs	Provides for collective bargaining for NSHE employees
650	Senate Gov't Affairs	Provides for collective bargaining by state employees
651	Senate Gov't Affairs	Revises provisions governing collective bargaining by local government employers
789	Senator Harris	Revises the definition of the term "supervisory employee"
915	Senator Brooks	Revises provisions relating to collective bargaining

## In the Queue...

Once initial pleadings, including prehearing statements, have been filed with the EMRB and after any motions to dismiss or defer have been decided, then a case typically goes into a queue, waiting for the Board to decide whether to grant a hearing in the case or dismiss the complaint. The Board has now scheduled cases through June 2019:

**January 29-31, 2019, in Las Vegas (Panel B)**

2018-006, Charles Ebarb v. Clark County & Clark County Water Reclamation District

**March 12-14, 2019, in Las Vegas (Panel D)**

2018-008; Travis Crumrine v. Las Vegas Metropolitan Police Department

**April 9-11, 2019, in Las Vegas (Panel E)**

2018-030, Robert Schmidt v. Clark County

**April 23-25, 2019, in Carson City (Panel B) Video-Conferenced to Las Vegas**

2018-020; Christopher Bordes v. IAFF, Local 2055

**May 14-16, 2019, in Las Vegas (Panel C)**

2018-022, Kreidel, Murillo & Andrews v. Clark County Education Association & Clark County School District

**May 28-30, 2019, in Las Vegas (Panel A)**

2018-010; International Union of Operating Engineers, Local 501 v. University Medical Center

**June 18-20, 2019, in Las Vegas (Panel D)**

2018-032, Dawn Sanchez v. Clark County

## Orders Retyped for Nevada Law Library on CD

This fiscal year the EMRB received additional funding to hire a temporary employee to retype all the old orders of the EMRB so they could be placed on a software product issued by the Nevada Legislative Counsel Bureau called the Nevada Law Library on CD. Starting a few years ago all the orders from 400 to the present were placed on that product. All the orders below 400, though, were in such poor condition that the text of those orders could not be converted to the required format and thus had to be retyped. This project is now completed and the orders have been sent to the Legislative Counsel Bureau, which will include them on the next release of their product, the date of which has yet to be determined.

The Nevada Law Library on CD allows for full text searching of not only the EMRB's orders but also all the statutes, administrative rules, court rules and many other legal documents pertaining to the State of Nevada. Please call our office if you would like more information on this topic or the software product itself.

### "About the EMRB"

The Employee-Management Relations Board (EMRB), a Division of the Department of Business and Industry, fosters the collective bargaining process between local governments and their employee organizations (i.e., unions), provides support in the process, and resolves disputes between local governments, employee organizations, and individual employees as they arise.