

Local Government Employee-Management Relations Board E-Newsletter

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Public Hearing for Regulations Set for January 10th

The EMRB recently held a second public workshop for the proposed amendments to its set of regulations. There was a good turnout for the workshop, which was held on October 31st – and we thank everyone who took time from their busy schedules to attend.

Those in attendance recommended two changes to the initial draft of the regulations. First, they recommended that Section 7.4, which pertains to the contents of a petition for reconsideration, be relaxed to allow more discretion as to what may be argued in such a petition. A petition for reconsideration may be filed whenever a panel of three Board members splits its decision in a given case and is the means to request that the decision be reconsidered by all five Board members.

The second recommended change related to requests for rehearing. The initial draft restricted this opportunity. Those in attendance believed that there were statutory rights to a petition for rehearing and that those rights should not be abridged.

The agency listened to both recommendations and has since worked with the Legislative Counsel Bureau to make the recommended changes. This has resulted in a revised draft, which was recently received by the agency.

The agency is now ready for the next step in the process, which is the holding of a public hearing and possible adoption of the revised draft by the Board. Notice of 30 days is required before such a public hearing. Since we did not want to hold the public hearing during the upcoming December holidays, the public hearing will instead be held Tuesday, January 10th at 8:10 a.m. The public hearing will be video-conferenced to Carson City.

The required notice has been mailed and was also e-mailed to those on our e-mail lists. If you are unable to attend you are more than welcome to submit a written response to the address or e-mail address above.

If and when the Board approves the regulation it will then be submitted to the Legislative Commission for final approval. If all goes well we would expect the regulation to take effect sometime in March or April 2018.

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Please note our office will be closed on December 25th and January 1st. Any filings e-mailed during this time will be dated the day they are received in our e-mail inbox.

Annual Filings Now Past Due

The November 30th deadline has now passed for every local government and employee organization to file an annual report as required by law. The forms were mailed out on October 23rd and we thank all those who have filed. This week we are mailing late notices to all those who have yet to file, which is a rather long list as compliance this year is significantly more worse than in prior years. Please check the list below to see if your organization has yet to file – or please contact someone in an organization you know who has yet to file. If you are no longer the official contact person please forward the information to the person who should now be the official contact person.

Below is the list of the local governments and employee organizations who have yet to file their annual report. Please call us if you have filed and should not have been on the list or if you have any questions about filing.

Local Governments

Academy for Career Education
 Battle Mountain General Hospital
 Beatty Water & Sanitation District
 Carson City Airport Authority
 Carson City Convention & Visitor's Bureau
 Churchill County Mosquito, Vector & Weed Abatement District
 City of Ely
 Coral Academy of Science Charter School/Reno
 Doral Academy of Nevada
 Elko County Agricultural Association District #4
 Elko Volunteer Fire Department
 Equipo Academy East Las Vegas College Prep
 Esmeralda County School District
 Gerlach General Improvement District

Humboldt General Hospital
 ICDA Charter High School
 Kingsbury General Improvement District
 Las Vegas-Clark County Library District
 Las Vegas Convention and Visitors Authority
 Mater Academy of Nevada c/o
 Academica Nevada
 Mineral County Housing Authority
 Nye County School District
 Silver Sands Montessori Charter School
 Silver State Charter School
 SLAM Academy of Nevada
 Somerset Academy of Las Vegas
 Truckee-Carson Irrigation District

Employee Organizations

Association of Professional & Technical Administrators
 Carson City Administrators Association
 Carson City Deputy Sheriff's Association
 Carson City Employees Association
 Carson City Sheriff's Supervisory Association
 Churchill County Administrators' Association
 Churchill County Sheriff's Deputies Association
 Clark County Deputy Sheriff's Association
 Clark County Education Association
 Clark County Park Police Association
 Douglas County Employees Association
 Douglas County Support Staff Organization, NSEA, NEA
 Elko County Support Staff Organization
 Elko Police Officers Protective Association
 Esmeralda County Sheriff Deputies Association
 Humboldt County Law Enforcement Association
 I.A.F.F. Local #1265, Sparks Firefighters
 I.A.F.F. Local #1285, Las Vegas Firefighters
 I.A.F.F. Local #2139, Incline Firefighters
 I.A.F.F. Local #2441, Tahoe Douglas Firefighters Association
 I.A.F.F. Local #2955, Reno Airport Firefighters Association
 I.A.F.F. Local #3726, East Fork Professional Firefighters Association
 I.A.F.F. Local #3726, East Fork Professional Firefighter Battalion Chiefs
 I.A.F.F. Local #4227, Storey County Firefighter's Association
 I.A.F.F. Local #4547, North Lyon County Firefighters Association
 I.A.F.F. Local #4642, Mason Valley Firefighters
 I.A.F.F. Local #4728, Central Lyon County Firefighters Association
 International Union of Operating Engineers Local 12
 International Union of Operating Engineers, Local 501
 Juvenile Justice Probation Officers' Association
 Lander County Classroom Teachers Association
 Lander County Law Enforcement Employees Association

Lander County Sheriff's Association
 Las Vegas Peace Officers Association
 Las Vegas Valley Public Employees Association
 Lincoln County Administrators Association
 Lovelock Police Officers Association
 Lyon County Administrators Association
 Lyon County Education Association
 Lyon County Sheriff's Employees Association
 Mineral County Deputy Sheriff's Association
 Nye County Association of School Administrators
 Peace Officers' Association of the Clark County School District
 Pershing County Law Enforcement Association
 Reno Administrative/ Professional Group
 Reno Police Supervisory and Administrative Employees Association
 Sparks Police Protective Association
 Storey County Sheriff's Office Employees Association
 Washoe County District Attorney Investigators Association
 Washoe County School Police Officers Association
 Washoe County Sheriff's Deputies Association
 Washoe County Sheriff's Supervisory Deputies Association
 West Wendover Police Officers Association
 Winnemucca City Employees Association
 Winnemucca Police Officers Association
 Yerington Police Officer's Association Local #120

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 April 2018.

January 9-11, 2018 in Las Vegas

2017-018, Patrick Kelso v. Juvenile Justice Probation Officers Association

February 12-14, 2018 in Las Vegas

2017-025, Yu & Las Vegas Police Managers and Supervisors Association v. Las Vegas Metropolitan Police Dept.

March 19-21, 2018 in Las Vegas

2017-024, IAFF, Local 1607 v. City of North Las Vegas

April 10-12, 2018 in Las Vegas

2017-017, Teamsters Local 14, Williams & Davis v. Las Vegas Metropolitan Police Department

The following cases are in the queue, waiting for potential hearing dates:

2017-026, City of Elko v. Elko Police Officers Association

2017-031, Welsh v. Police Protective Association Civilian Employees

On the Horizon

The next meeting of the Board, which will be held in Las Vegas, will be Tuesday, January 9th through Thursday, January 11th. The meeting will be video-conferenced to Carson City. At that time the Board is scheduled to hear 2017-018, Patrick Kelso v. Juvenile Justice Probation Officers Association. The Juvenile Justice Probation Officers Association expelled Mr. Kelso as a member of that employee organization. The union claims it was for good cause as Mr. Kelso allegedly had a number of instances of misconduct both in his role as Secretary of the association and also in his role as a member. Mr. Kelso claims he was expelled when the association learned he was going to run for President and that the association's actions were due to discrimination based on political or personal reasons. The Board is also expected to deliberate on the Petition for Declaratory Order with respect to 2017-032, Clark County Education Association v. Clark County School District. This petition requests that the Board clarify its previous order between the parties.

Also on the agenda will be motions involving the following two cases:

2017-033, Clark County v. IAFF, Local 1908 (motion for deferral)

2017-034, Ryan Cook v. Las Vegas Metropolitan Police Department (motion to consolidate with 2017-029)

The Board will also hold its required public hearing for the proposed regulations on January 10th at 8:10 a.m.

"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.