



## Government Employee- Management Relations Board

Nevada Department of Business and Industry

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### Members of the Board

Brent C. Eckersley, Esq., Chair  
Michael J. Smith, Vice-Chair  
Sandra Masters, Board Member  
Tammara M. Williams, Board Member  
Michael A. Urban, Esq., Board Member

### Staff

Bruce K. Snyder, Esq., Commissioner  
Marisu Romualdez Abellar,  
Board Secretary  
Cathy Zamora, Administrative Assistant

## Board Member Williams Resigns

Board Member Tammara M. Williams recently announced her resignation from the Board due to other commitments, effective April 30, 2025. She also stated she would stay through June 30, 2025, should a successor not be named by April 30<sup>th</sup>. We thank Ms. Williams for her two-plus years of service. In addition to her regular duties of hearing and deciding cases, her knowledge of human resources helped immensely with all the staffing changes during her term. We wish her all the best in the future!



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## On the Horizon

The next meeting of the Board will take place Tuesday, February 11, 2025 through Thursday, February 13, 2025. The meeting, which will begin at 8:30 a.m. each day, will be held in the Red Rock Conference Room on Tuesday and Thursday and in the Tahoe Conference Room on Wednesday. The meeting will also be held virtually via TEAMS.

Panel A will hear case 2024-027, Teamsters Local 14 v. City of Las Vegas on Tuesday and Thursday. This case involves *Weingarten* rights and whether the City violated the same by not informing the member or the employee organization with sufficient notice of the subject matter of the investigatory interview.

On Wednesday the full Board will hear oral argument in Case 2024-016, In the Matter of the Clark County Petition for Declaratory Order. This petition requests the Board answer five questions regarding collective bargaining. Respondents consist of seven affected employee organizations who have members who work for Clark County. Five *amicus* briefs have also been filed in the case - and we thank all the interested entities for taking the time to submit those briefs.

Also, on Tuesday the Board will hear oral argument and then deliberate on a motion to dismiss or stay in Case 2024-028, Henderson Police Supervisors Association v. City of Henderson. It will also deliberate on a motion to dismiss or defer in Case 2024-036, Las Vegas Police Officers Supervisors Association v. City of Las Vegas.

### List of Panels

Panel A Eckersley, Masters, Williams  
Panel B Smith, Masters, Williams  
Panel C Smith, Masters, Urban  
Panel D Eckersley, Smith, Urban  
Panel E Eckersley, Williams, Urban

Note: The first person listed for each panel is the Presiding Officer.

## Legislative Update

Below are the bills filed so far affecting public sector collective bargaining. The information below is as of January 28<sup>th</sup>. The session is scheduled to begin on February 3<sup>rd</sup> and end on June 2<sup>nd</sup>. The EMRB is neutral on all bills. Please contact the EMRB office if you would like to receive a copy of a bill.

### PREFILED BILLS

#### Senate Bill 2

**Sponsor: Senate Committee on Government Affairs. Prefiled September 26, 2024.** This bill would require that the following meetings between public employers and public employees, which currently may be closed to the public, to instead be open: (1) any negotiation or informal discussion between a local government employer and an employee organization or employees as individuals or between the Executive Department of State Government and a labor organization or employees as individuals; (2) any meeting of a mediator with either party or both parties to a negotiation; and (3) any meeting or investigation conducted by a fact finder or arbitrator. Deliberations by the EMRB Board could still be in closed session.

## Board Appoints Board Secretary

On January 14<sup>th</sup> the Board appointed Kelly Valadez as the next Executive Assistant/Board Secretary. Ms. Valadez currently works for the department in the Real Estate Division, where she is a Board Coordinator. The overlap between her current position and the Board Secretary position is quite extensive. Moreover, the software, videoconferencing equipment, forms and procedures are virtually the same between the two positions.



The vacancy in the position was necessitated by the Board in October, promoting Marisu Abellar to the position of Commissioner. Both Ms. Abellar and the new Board Secretary will take office on Monday, March 3, 2025, shortly after Commissioner Snyder retires on February 28, 2025.

## Recent Decisions

Please note that summaries of recent decisions are provided for informational purposes only and are not intended to substitute for the opinions of the Board. These summaries should not be cited to or regarded as legal authority. The EMRB will provide copies of the decisions upon request. They also may be found on our website.

**Item #905; Case 2024-030; Nevada Service Employees Union v. Clark County Water Reclamation District.** The Board granted Respondent's motion to dismiss. The employee organization brought the case, claiming that a statement in a written reprimand violated NRS 288.270(1)(a); i.e., that the statement willfully interfered, restrained or coerced an employee in the exercise of any right guaranteed under NRS Chapter 288. The statement in the written reprimand discounted the employee organization's statements made during the disciplinary hearing. In granting the motion to dismiss, the Board found that the statement arose in the context of a legitimate business activity; namely explaining the level of discipline. Moreover, the Board noted that the statement was contained within the written reprimand, to which few people were privy.

## 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 following cases are scheduled for a hearing:

**February 11 & 13, 2025; In-Person in Las Vegas and via TEAMS**

Case 2024-027; Teamsters Local 14 v. City of North Las Vegas

**February 12, 2025; In-Person in Las Vegas and via TEAMS**

Case 2024-016; In re: Petition for Declaratory Order of Clark County

**March 4-6, 2025; In-Person in Las Vegas and via TEAMS**

Case 2024-022; Shelia Leijon v. Incline Village General Improvement District

**March 13-14, 2025; In-Person in Las Vegas and via TEAMS**

Case 2024-018; Las Vegas Police Managers and Supervisors Association v. Las Vegas Metropolitan Police Department

**March 31-April 2, 2025; In-Person in Las Vegas and via TEAMS**

(On March 31, 2025) Case 2024-013; Las Vegas Metro Police Managers and Supervisors Association v. Las Vegas Metropolitan Police Department (continued from January 15, 2025)

(On April 1-2, 2025) Case 2024-033; International Association of Firefighters Local 4068 v. Town of Pahrump

**April 28-30, 2025; In-Person in Las Vegas and via TEAMS**

Case 2024-015; Susan Herron v. Incline Village General Improvement District

## All Annual Reports Now Submitted

Every one of the more than 360 governments and unions (i.e., labor organizations and employee organizations) have now filed their annual reports. We thank everyone for submitting them. The current collective bargaining agreements have already been to our website. We have also uploaded the updated spreadsheets listing information for each government and union.

## Reminder About Useful Resources

The EMRB maintains on its website a list of individuals who are willing to serve as an arbitrator, mediator or factfinder. Also, the EMRB keeps current copies of all collective bargaining agreements on our website. Check out all these resources next time you visit [emrb.nv.gov](http://emrb.nv.gov). Additionally, the EMRB has all its decisions from its inception in 1969 on the Nevada Library on CD, published by the Legislative Counsel Bureau. This product, used by many law firms and governments, is searchable in many ways and is relatively inexpensive to purchase.

## Office Closure

The office will be closed on Monday, February 17<sup>th</sup> for Presidents' Day. Even though we will be closed, any filings submitted on that day will be date-stamped the day any pleading hits our inbox.

### "About the EMRB"

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