



Government Employee- Management Relations Board

Nevada Department of Business and Industry

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February 2025

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

NOT THE END, BUT THE BEGINNING

"What we call the beginning is often the end. And to make an end is to make a beginning. The end is where we start from." - T.S. Eliot

February 28, 2025, will mark the official last day of work for Bruce Snyder, who has been the EMRB's Commissioner since October 2013, its longest-tenured Commissioner.

For more than eleven years, Bruce has steered the EMRB through its more important changes, including the expansion of the Board from three to five members and working with the legislature as they passed collective bargaining for State of Nevada workers in 2019. For those of you who already know Bruce pre-EMRB (John Marshall Law School graduate, labor lawyer, city employee union attorney) and what he has done during his time in the EMRB, then I do not need to remind you of his work promoting the growth and stability of this agency.

This is, instead, a personal note of thanks.

Although we both started State service in 2013, I did not meet Bruce until the following year when I applied for and was appointed Board Secretary. From the first meeting, Bruce was the ideal manager: patient, supportive, and most of all, a fount of knowledge. As one who has been on the other side of the coin, coming to work at EMRB was never a burden when you know that your boss was someone who knew what he was doing. I knew if I had a question, Bruce would know the answer, or on the very rare occasion that he did not, he knew where to find it.

He was not selfish with his knowledge or time as he would let me sit in on phone calls or confer with me for a couple of minutes to explain what the call was about. Before 2019, it was only the two of us in the office, so we really needed to keep each other in the loop about goings on, and the short conferences were my two-minute window to learn. And even though he is a lifelong Cubs fan, and I a bleed blue Dodgers fan, we did not let that get in the way of office harmony even after 2016 (or 2017).

Though I knew this day was coming now for almost two years (as Bruce has been looking forward to this for a LONG time but, really, can you blame him?), that day is upon us. I am happy for him as he now gets to watch the Cubs as much as he wants, perhaps tacked on to an attempt to tour all 30 stadiums (or at least the 15 National League parks); for his grandkids who will be seeing more of grandpa; for sunny days as he pedals around the neighborhood; and for all the other things he wants to accomplish in this season of an already accomplished life.

Stepping into his shoes will be a challenge. My "phone a friend" option is ready, but I know that in typical Bruce fashion, the call will always be answered.

So, thank you, Bruce, for your service, knowledge, hard work, stewardship, and friendship. Quoting that most distinguished statesman, Mr. Spock, we say, "Live long and prosper."

"Let us, then, be up and doing, with a heart for any fate; Still achieving, still pursuing, learn to labor and to wait." – Henry Wadsworth Longfellow

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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 February 25th. The EMRB is neutral on all bills. Please contact the EMRB office if you would like to receive a copy of a bill.

SENATE BILLS

Senate Bill 2 - Sponsor: *Senate Committee on Government Affairs. Referred to Committee on Government Affairs February 3, 2025.* 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.

Senate Bill 161 - Sponsor: *Senator Nguyen. Referred to Committee on Government Affairs February 3, 2025.* This bill will add procedures regarding bargaining negotiations involving a school district and teachers employee organizations. It would also revise provisions of NRS 288 to exclude teachers from pledging not to strike, allow them to seek court authorization to strike, and engaging in other strike-related activities.

Senate Bill 189 - Sponsor: *Senator Lange. Referred to Committee on Government Affairs February 6, 2025.* This bill would add the profession of genetic counselor. It incidentally would revise the definition of physician in NRS 288.140 to add this profession to the list of professions within that definition. Note: Physicians working for a local government may not belong to a bargaining unit.

Senate Bill 211 - Sponsor: *Senator Stone. Referred to Committee on Government Affairs February 18, 2025.* This bill would allow peace officers and firefighters at the State level to negotiate to leave the Public Employees' Benefits Program (PEBS) and obtain other life, accident or health insurance, or any combination thereof. If such peace officers and firefighters negotiate to leave PEBS, this bill exempts such an action from the requirement to obtain the approval of the Board.

ASSEMBLY BILLS

Assembly Bill 155 - Sponsors: *Assemblymembers Hatch, Anderson, Carter and Miller. Referred to Committee on Government Affairs February 4, 2025.* This bill would revise NRS 288.150 (mandatory subjects of bargaining) to include the ratio of pupils per licensed teacher for each classroom and the ratio of pupils per each type of specialized instructional support personnel in public schools.

Assembly Bill 191 - Sponsor: *Assemblymember Nathan Anderson. Referred to Committee on Government Affairs February 4, 2025.* This bill would grant collective bargaining rights to the faculty and administrative professionals employed by NSHE. This is the same bill introduced in the legislature since 2019.

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 #906; Case 2024-035; Ashley DeSouza v. Clark County Education Association and Clark County School District. The Complainant filed a unilateral change claim against CCSD alleging she should have been placed within the new pay scale that was available only to teachers hired after February 1, 2024. She was hired prior to that date and individuals within her hire date received in lieu thereof a 10% retroactive raise. The Board granted CCSD's motion to dismiss, finding there was no unilateral change - and that the Complainant's wage was based on the pay scale in the collective bargaining agreement.

Item #906A; Case 2024-035; Ashley DeSouza v. Clark County Education Association and Clark County School District. The Complainant filed a complaint alleging her employee organization breached its duty of fair representation when it refused to take her grievance against CCSD (see item #906) to arbitration. The Board granted the employee organization's motion to dismiss, noting that it agreed with CCEA that the grievance lacked merit - and that CCEA acted reasonably, rationally and in a manner consistent with its member's interests.

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:

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

Labor and Employee Organization Information Updated on Website

Basic information for all the unions is now available in a spreadsheet on our website. The link may be found on the lower right-hand side of the home page under the "Directories" category. The basic information includes the name of each labor and employee organization, the name of the contact person for that entity, the e-mail address reported to us on the form, a list of the bargaining units the organization represents, the name of the employer of the employees, whether a collective bargaining agreement is on file and the date the current collective bargaining agreement expires. Also, on our website are copies of all the collective bargaining agreements. A link to them may be found under the "Resources" category on the home page.

On the Horizon

The next meeting of the Board will take place Tuesday, March 4, 2025, through Thursday, March 6, 2025. The meeting, which will begin at 8:15 a.m. each day, will be held in the Carl Dodge Conference Room. The meeting will also be held virtually via TEAMS. Much of the meeting will be a hearing held by Panel B for Case 2024-022, Shelia Leijon v. Incline Village General Improvement District. Also, the full Board will continue to deliberate on Case 2024-016, In the Matter of the Clark County Petition for Declaratory Order.

The following meeting will be held Thursday, March 13, 2025, through Friday, March 14, 2025. The meeting, which will begin at 8:15 a.m. each day, will be held in the Carl Dodge Conference Room. The meeting will also be held virtually via TEAMS. Much of the meeting will be a hearing held by Panel C for Case 2024-018, Las Vegas Police Managers and Supervisors Association v. Las Vegas Metropolitan Police Department.

"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.