



Government Employee-Management Relations Board

Nevada Department of Business and Industry

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March 2023

Members of the Board

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

Staff

- Bruce K. Snyder, Commissioner
- Marisu Romualdez Abellar, Board Secretary
- Isabel Franco, Administrative Assistant II

Board Member Williams Sworn Into Office

At the beginning of last week's Board meeting, Tammara Williams was officially sworn in as a Board Member. She was honored to have her daughter attend via WebEx to witness the important occasion. Minutes later, Ms. Williams, along with three other Board members, then participated in a three-hour oral argument on four consolidated cases. There's nothing like delving right into a new position!



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On the Horizon

The next Board meeting will be April 11, 2023, to be held in-person in Las Vegas and via WebEx. At that time the Board will deliberate on two pending motions in four consolidated cases involving the City of Las Vegas and two of its employee organizations. Oral argument lasting three hours was held on March 21st. The Board will also deliberate on two other motions to dismiss in Case 2022-012, [Jeremy Bunker v. Clark County](#) and Case 2023-001, [Pershing County Law Enforcement Association v. Pershing County](#). New Board Member Michael Urban will also attend his first meeting and will be officially sworn into office at that time.

We Moved!!

Our office moved on March 1st and we love our new space on the fourth floor of the Nevada State Business Center. It is near the hearing rooms we use for our Board meetings. We also have two smaller conference rooms located within our office suite, which the Board will name at its upcoming Board meeting. Altogether we were out of commission for less than 24 hours during the move. If you are in the area please stop by sometime to visit and get the nickel tour of the office we love very much!

List of Panels

- Panel A Eckersley, Masters, Williams
- Panel B Masters, Smith, Williams
- Panel C Masters, Smith, 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 14 bills filed so far affecting public sector collective bargaining. The information below is as of March 24th. The session is scheduled to end on June 5th. The EMRB is neutral on all bills. Please contact the EMRB office if you would like to receive a copy of a bill.

BILLS IN THE SENATE

Senate Bill 38

Sponsor: Senate Committee on Judiciary. Introduced on February 6, 2023. Assigned to the Senate Committee on Judiciary. Hearing held March 2nd. This bill makes a technical change to NRS 288.150 for a bill whose primary purpose is unrelated to collective bargaining but rather is related to sexual offenses.

Senate Bill 166

Sponsors: Senator Pazina, Assemblyman Hibbetts, Assemblyman Yurek. Introduced on February 16, 2023. Assigned to the Senate Committee on Government Affairs. Hearing held March 6th. NRS 288.138 currently excludes certain peace and fire officers from being deemed supervisory employees. This bill would also exempt certain employees who provide civilian support services under a paramilitary command structure to a law enforcement agency. The bill would also add a twelfth State bargaining unit for peace officer supervisory employees, splitting them off from the current supervisory bargaining unit.

Senate Bill 206

Sponsor: Senator Buck. Introduced on March 2, 2023. Assigned to the Senate Committee on Education. Hearing held March 6th. This bill makes many changes related to K-12 education. One of the changes would prohibit collective bargaining concerning the termination of employment or reassignment of the employees of a Department charter school.

Senate Bill 251

Sponsor: Senator Flores. Introduced on March 13, 2023. Assigned to the Senate Committee on Government Affairs. Existing law makes it a mandatory subject of bargaining for school districts to negotiate provisions for the transfer and reassignment of teachers, including special provisions for school districts with local school precincts (i.e., CCSD). This bill would make those bargaining provisions applicable to school support employees.

Senate Bill 264

Sponsor: Senator Donate. Introduced on March 13, 2023. Assigned to the Senate Committee on Government Affairs. Hearing held March 20th. Existing law requires that peace officers working for a local government be in a separate bargaining unit. This bill would require that civilian employees providing support services to a law enforcement agency be in a bargaining unit separate from other white and blue-collar employees.

Senate Bill 282

Sponsor: Senator Nguyen. Introduced on March 15, 2023. Assigned to the Senate Committee on Education. This bill does not directly change NRS 288 but does affect collective bargaining. The bill would clarify that the hiring of staff by a principal of a local school precinct must conform to applicable collective bargaining agreements, among other items.

Senate Bill 319

Sponsor: Senators Harris and Spearman. Introduced on March 20, 2023. Assigned to the Senate Committee on Government Affairs. Hearing scheduled for March 27th at 3:30 p.m. Existing law for collective bargaining at the State level only includes certain classified employees. This bill would add category I, II or III peace officers in the unclassified service of the State.

BILLS IN THE ASSEMBLY

Assembly Bill 153

Sponsor: Assemblywoman Marzola. Introduced on February 13, 2023. Assigned to the Assembly Committee on Commerce and Labor. Notice of eligibility for exemption March 3rd. Hearing held March 22nd. This bill would license and regulate the practice of naprapathy. This bill makes a technical change to NRS 288.140 to include naprapaths in the definition of physicians. Physicians may not collectively bargain with local governments.

Assembly Bill 172

Sponsors: Assemblywoman Anderson, Assemblywoman Duran, Assemblyman Carter, Senator Daly. Introduced on February 15, 2023. Assigned to the Assembly Committee on Government Affairs. Hearing held March 2nd. This bill would require each local government employer to semiannually provide each recognized employee organization the address, telephone number, work contact information and work location for each employee in the bargaining unit.

(cont'd on page 3)

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:

May 1-3, 2023, In-Person in Carson City and also in Las Vegas plus also via WebEx

2022-002, Association of Professional-Technical Administrators v. Washoe County School District

June 13-15, 2023, In-Person in Las Vegas and also via WebEx

2022-018, International Union of Elevator Constructors, Local 18 v. Clark County

Legislative Update (cont'd)

Assembly Bill 180

Sponsors: Assemblyman Hibbetts, Assemblyman Yurek, Senator Pazina. Introduced on February 16, 2023. Assigned to the Assembly Committee on Government Affairs. Hearing held March 8th. This bill would add a twelfth State bargaining unit for peace officer supervisory employees, splitting them off from the current supervisory bargaining unit.

Assembly Bill 211

Sponsor: Assemblyman O'Neill. Introduced on February 22, 2023. Assigned to the Assembly Committee on Government Affairs. Notice of eligibility for exemption March 10th. This bill, among other things, would authorize certain public employers and labor or employee organizations to engage in supplemental bargaining to allow certain law enforcement dispatchers to participate in the Police and Firefighters' Retirement Fund and to convert certain service credits from the Public Employers Retirement Fund.

Assembly Bill 224

Sponsors: Assemblywoman Peters, Assemblyman Watts, Assemblywoman Bilbray-Axelrod, Assemblywoman Anderson, Assemblywoman La Rue Hatch, Senator Nguyen. Introduced on February 23, 2023. Assigned to the Assembly Committee on Government Affairs. Hearing held March 9th. Notice of eligibility for exemption March 14th. This bill would authorize collective bargaining for certain state employees, most notably professors and other professional employees of NSHE, with said activities being under the jurisdiction of the EMRB.

Assembly Bill 377

Sponsor: Assembly Committee on Government Affairs. Introduced on March 22, 2023. Assigned to the Assembly Committee on Government Affairs. This bill would deem a bailiff or deputy marshal working for a court to be a local government employee; would set forth restrictions on collective bargaining; and also revise the definition of supervisory employee to include persons who provide civilian support services to a law enforcement agency.

Assembly Bill 378

Sponsor: Assembly Committee on Government Affairs. Introduced on March 22, 2023. Assigned to the Assembly Committee on Government Affairs. This bill would move up the deadlines for the start of collective bargaining, mediation and arbitration at the State level to allow for an added month in the process of bargaining.

Panel Membership Changes

At the March 21st meeting the Board made minor changes to the membership of Panel C and E to comply with State law which requires that no more than two members of a given panel may be of the same political party. Please see page 1 for a list of the current membership of each panel.

"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.