



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

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.

Staff

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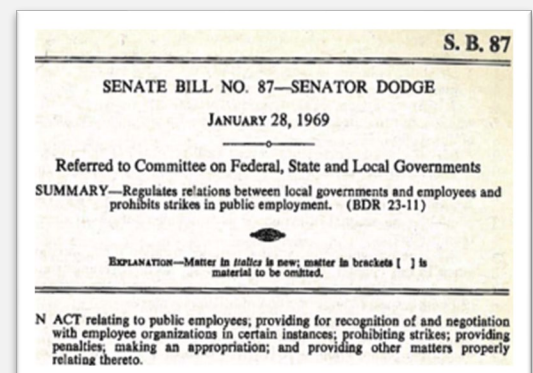
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History Worth Remembering

April 28, 2025, will mark 56 years since Senate Bill 87 was approved and signed by then Governor Paul Laxalt on April 28, 1969. Introduced by Senator Carl Dodge on January 28, 1969, the bill created NRS 288, the Local Government Employee-Management Relations Act, which created the Local Government Employee-Management Relations Board.

Since 1969, there have been several amendments to NRS 288, most notably in 2019 when SB 135 was passed, which granted collective bargaining to State employees. This amendment also changed the name of the Board to what it is today, the Government Employee-Management Relations Board.



A Special Thank You

Back in January, we announced the resignation of Board Member Tammara Williams from the Board effective May 1, 2025. Her last Board meeting will be April 30, 2025.

Ms. Williams was appointed to the Board in December 2022, coming to the Board after 30 years of public sector experience, retiring from the RTC of Southern Nevada as the Senior Human Resources and Safety/Security Director. We were very fortunate to have had Ms. Williams these past two years because of the human resources knowledge she brought and her commitment to resolving issues that were heard before the Board.

We thank you, Tammara, and wish you all the best as you move into a new venture, and may luck and success always be with you.

Follow-Up on FMCS

In last month's newsletter, we highlighted that the Federal Mediation & Conciliation Service (FMCS) announced on their website that they were reviewing the [March 14, 2025, White House Executive Order](#) for immediate implementation.

The Congressionally authorized FMCS had hoped to retain around 80 mediators, but DOGE slashed the 140 or so mediators down to just five. FMCS provided many of its services for free or low-cost for both private and public sectors, but this resource is no longer available. As of today, the only service FMCS will provide is for contract mediation but only for private sector bargaining units of 1000 or more or healthcare bargaining units of 250 or more.

Most Nevada local government collective bargaining agreements name either the FMCS or AAA to mediate or arbitrate their contract and grievance disputes. The obvious immediate impact on the local governments and the employee organizations will be financial as the parties will now need to use more costly private arbitrators and mediators.

In a recent roundtable discussion with other states' labor relations agencies, the overriding concern was that these public agencies are left scrambling to cover as many mediations as they can, which has resulted, among others, in amending their budgets for additional staff to provide the service to their constituents. Although the EMRB does not provide any mediation services, we maintain a list of mediators, arbitrators and fact finders on our website that were either on the FMCS roster or FMCS trained. Please follow the link [here](#). I hope to add more names to these lists in the coming months.

If you need further information regarding a mediation or arbitration that has already been scheduled or is ongoing and you have not been updated, please contact Kathy Hall at khall@fmcs.gov. For arbitrations, please contact Karen Pierce at arbitration@fmcs.gov.

Petition for Declaratory Order

Since the inception of the EMRB, the Board has issued approximately 64 declaratory orders because of a petition for a declaratory order or what started off as a complaint for unfair labor practice that was converted into a petition for declaratory order. Most of the cases that come before the EMRB allege that a party committed a prohibited practice for behavior that has already taken place. In contrast, a petition for a declaratory order poses one or more questions for the Board to answer. Based on real-life issues, the party filing such a request seeks to clarify how the parties should behave in the future to avoid committing a prohibited practice. The EMRB believes that this procedure could – and should – be used more often under the adage that “an ounce of prevention is worth a pound of cure.” The most recent declaratory order was filed on March 16, 2025, [Item No. 907](#).

[NAC 288.380](#) to [NAC 288.420](#) sets out the rules on the filing of and how the Board considers a petition for declaratory order. Under [NAC 288.2715](#), the Commissioner may also determine that a case, including a petition for declaratory order, involves issues of statewide significance and may recommend such to the Board.

On the Horizon

The next meeting of the Board will be on April 30, 2025. The meeting will begin at 8:30 a.m. and will be held in the Carl Dodge Conference Room and by Teams. The agenda can be found [here](#).

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, or they may also be found on our website by clicking on the item number below.

Item No. 908A: Case 2024-033, International Association of Firefighters Local 4068 v. Town of Pahrump. Local 4068 ("Employee") alleged that the Town of Pahrump ("Employer") committed a prohibited practice by not bargaining in good faith with Local 4068 over safety issues of EMS interfacility transports (IFT) after certain hours in violation of NRS 288.270(1)(a) and (e). The Board found sufficient evidence that late night IFTs presented an employee safety issue, and that the Employer failed to provide sufficient evidence that late night IFTs were exclusively a management right not subject to the safety exception under NRS 288.150(3)(c). The Board additionally found that the Employer failed to bargain pursuant to NRS 288.270(2)(b) when Employer refused and failed to respond to Employee's request to impact bargain the safety concerns, thus committing a prohibited practice.

Legislative Update

Below are the remaining bills that could affect NRS 288 and public sector collective bargaining that passed out of committee and/or their house of origin on April 11, 2025 (Senate Bill 161 was granted a waiver). The EMRB is neutral on all bills.

Senate Bill 161

The bill would revise provisions to exclude teachers from pledging not to strike, allow them to seek court authorization to strike and to engage in other strike-related activities. (WAIVER GRANTED)

Senate Bill 189

The bill would revise the definition of physician in NRS 288.140 to include genetic counselors.

Senate Bill 301

The bill would authorize State unclassified CAT I, II or III peace officers to engage in collective bargaining.

Senate Bill 348

The bill would revise the definition of physician in NRS 288.140(6) to include genetic counselor under the definition of "doctor or physician."

Assembly Bill 155

The bill would revise NRS 288.150 to include the ratio of pupils per licensed teacher and per specialized instructional support personnel.

Assembly Bill 191

The bill would grant collective bargaining rights to NSHE faculty and administrative professionals.

Assembly Bill 356

The bill would revise certain State collective bargaining deadlines including the start of negotiations, when to request mediation and when arbitration should begin after mediation.

Did You Know?

The baseball tradition of the seventh inning stretch goes all the way back to June 1882 and one Brother Jasper of Mary, who was the baseball coach at Manhattan College in New York. Legend was that during a game with the New York Metropolitans, Brother Jasper instructed restless students to stand and stretch during the seventh inning until play resumed. The more popular origin story was that on April 14, 1910, President William Howard Taft stood up to stretch during the Washington Senators and Philadelphia Athletics game, causing the crowd to join the president in his gestures.

For a lot of us who seem perpetually tied to their workstation, the inevitable tightness will send a signal to our brains to get up, get out, stretch our legs and sniff the flowers. Stretching plays a role in reducing musculoskeletal disorders, which has accounted for more than 600,000 injuries and illnesses and 34% of all lost workdays. But what can you do if you find that desk tether strong and you are not able to get out?



TAKE A SEVENTH INNING STRETCH!

Stretching enhances ergonomic improvement, team training and injury-prevention processes. If going outside for a short walk is not possible, doing desk stretches for four minutes will give you the same positive results. So, whether it is taking a brisk walk around the complex or doing desk stretches, keeping up good stretching habits at work will improve attentiveness, reduce stress and help prevent injury in the workplace.

AND LAST, BUT NOT THE LEAST



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.