



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 A. Urban, Esq., Vice Chair
Michael J. Smith, Board Member
Bruce K. Snyder, Esq., Board Member
Jerry Keating, Board Member

List of Panels

Panel A Eckersley, Urban, Keating
Panel B Urban, Smith, Snyder
Panel C Eckersley, Snyder, Keating
Panel D Urban, Smith, Keating
Panel E Eckersley, Smith, Snyder

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

S. B. 87

SENATE BILL NO. 87—SENATOR DODGE

JANUARY 28, 1969

Referred to Committee on Federal, State and Local Governments

SUMMARY—Regulates relations between local governments and employees and prohibits strikes in public employment. (BDR 23-11)

EXPLANATION—Matter in *italics* is new; matter in brackets [] is material to be omitted.

AN ACT relating to public employees; providing for recognition of and negotiation with employee organizations in certain instances; prohibiting strikes; providing penalties; making an appropriation; and providing other matters properly relating thereto.

Staff

Marisu Romualdez Abellar, Commissioner
mabellar@emrb.nv.gov Direct Line: 702-486-6157

Kelly Valadez, Board Secretary
Kelly.valadez@emrb.nv.gov

Cathy Zamora, Administrative Assistant
ozamora@emrb.nv.gov

Employee-Management Relations Board general email:
emrb@emrb.nv.gov

General line: 702-486-4505

 <https://www.linkedin.com/company/government-emrb/>

Honoring Milestones That Shape Our Work

Celebrating 57 Years of the Government Employee-Management Relations Board

On April 28, 2026, we will commemorate 57 years since Senate Bill 87 was signed into law by Governor Paul Laxalt on April 28, 1969. Introduced earlier that year on January 28, 1969, by Fallon Senator Carl Dodge, the legislation marked a pivotal moment in Nevada's public sector labor history. Senate Bill 87 established what is now codified as NRS 288—the Local Government Employee-Management Relations Act—creating a structured framework for collective bargaining between local government employers and employees to provide an essential forum for resolving labor disputes and ensuring fair labor practices across Nevada's local governments.

For five decades, NRS 288 shaped the landscape of public employment relations at the local level, balancing the interests of employees, employers, and the public. A significant evolution came in 2019 with the passage of Senate Bill 135, which extended collective bargaining rights to State employees for the first time. This landmark expansion not only broadened the scope of collective bargaining in Nevada but also prompted the renaming of the Board to the Government Employee-Management Relations Board—reflecting its wider jurisdiction and modern role in overseeing labor relations for both local and state government employees.

Together, these milestones highlight Nevada's continued commitment to fostering constructive labor relations, promoting effective communication, and supporting a stable and equitable public workforce.



*Thank you for your dedication, hard work, and the essential role you play in supporting public service.
Your contributions are deeply valued and appreciated.*

Election Ordered for State Bargaining Unit B



On **March 31, 2026**, the Board ordered an election for **State Bargaining Unit B** following a petition filed by the **American Federation of County, State and Municipal Employees (AFSCME), Local 4041**. This unit includes the administrative and clerical employees of the State of Nevada, including those working for the **Nevada System of Higher Education**. Ballot kits will be mailed on **May 1, 2026**, to approximately **3,400 employees**, with the tally scheduled for **May 27, 2026**.

Public sector elections like this are a cornerstone of labor relations, giving employees a voice in choosing their bargaining representatives and ensuring a fair, transparent process that supports strong workplace rights and governance.

EMRB Declaratory Orders: A Tool for Prevention

◆ **EMRB Declaratory Orders: Preventing Problems Before They Happen**

Quick Take: Declaratory orders give parties guidance **before issues arise**, helping avoid prohibited practices and workplace disputes.

📁 **65 Orders Since EMRB's Founding**

Clarifies rules and expectations to prevent future conflicts.

⚖️ **Proactive Guidance**

Most cases deal with past violations, but declaratory orders let parties ask the Board how to act moving forward.

💡 **Encouraged Use**

"An ounce of prevention is worth a pound of cure." Using this tool saves time, resources, and headaches.

📄 **Most Recent Order**

Item No. 911, filed March 31, 2026, demonstrates proactive guidance on real workplace questions.

[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.

EMRB Online: Hidden Gems *"Your monthly peek at the EMRB website's hidden treasures"*

This Month's Highlight: Practice Guides

Practice Guides

Navigating the claims process before the EMRB can feel complex, but a number of helpful resources are available to guide parties every step of the way.

The **ABC's of Prosecuting a Claim** provides a practical overview of how to prepare and present a case, from the initial filing through the hearing process, offering a helpful starting point for both new and experienced participants.

For those addressing discrimination issues, **Nevada's Special Discrimination Law for Local Government Employees** outlines the protections available under the Government Employee-Management Relations Act. This resource, authored by Board Member Bruce Snyder for the State Bar of Nevada's *Practitioners' Journal of Labor and Employment Law*, offers valuable legal insight into how these provisions apply in practice.

Understanding representation obligations is equally important. As exclusive bargaining agents, unions have a duty to fairly represent all employees within a bargaining unit—regardless of membership status. The EMRB's **Duty of Fair Representation** guide provides a clear explanation of this responsibility and answers common questions from both employees and unions.

We appreciate the support of our employee organizations and local governments in sharing their comments and feedback.

If you have any questions or comments regarding the **Practice Guides**, please feel free to email me at mabellar@emrb.nv.gov or call me at (702) 486-6157. We are always happy to help.

👉 **To explore our Practice Guides and learn more about the EMRB, please visit <https://emrb.nv.gov>.**

We're always looking for ways to share information that's helpful to attorneys, local governments, and public employees covered by collective bargaining agreements. And as always, we'd love to hear your comments or suggestions.

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. 911: Case 2025-015, Clark County v. Clark County Defenders Union, et al. This was a Petition for a Declaratory Order filed by Clark County and named multiple Respondent employee organizations. The case focused on whether pay parity, also commonly referred to as "Me Too" clauses, should be considered a mandatory, permissive, or prohibited subject in collective bargaining.

Clark County petitioned the Board seeking clarification on the legal status of these provisions, arguing that they improperly link one bargaining unit's wage outcomes to another's and may create conflicts in negotiation responsibilities. Several unions opposed the petition, maintaining that parity provisions directly concern wages—an undisputed mandatory subject under state law—and have been used in Nevada for decades.

After reviewing party briefs, amicus submissions, and testimony, the Board reaffirmed its longstanding position that pay-parity provisions are not prohibited. However, the Board declined to determine whether they are mandatory or permissive subjects of bargaining.

Instead, the Board focused on representation and due-process concerns, noting that parity clauses can affect unions that are not present at the bargaining table. To address this, the Board established new procedural requirements: any party seeking to use a pay-parity clause must notify the union whose contract is being referenced and must provide that union an opportunity to be heard during negotiations and any related impasse proceedings, including fact-finding or interest arbitration.

The Board emphasized that these requirements aim to protect bargaining unit autonomy and ensure fairness without prohibiting the use of parity clauses. The order applies statewide and serves as the Board's final determination on the issues raised in the County's petition.

On the Horizon

The next meeting of the Board will be on April 27-29, 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](#).

Panel E will hear **Case 2025-013, Hector Villa v. Henderson Police Officers Association** over the first two days of the meeting on April 27-28, 2026. Officer Hector Villa alleged the Henderson Police Officers' Association (HPOA) of violating its legal duty to fairly represent him. He says the union abandoned him, retaliated against him, and eventually ejected him from membership because he spoke out about racism and corruption within the department and the union. HPOA denies any violation of law or duty of fair representation. It argues it followed its bylaws and CBA in handling Villa's grievance, exercised legitimate discretion in declining arbitration, and expelled Villa only after his conduct disrupted the organization and violated its Code of Conduct.

Did You Know?

Standing in the Gap: Jackie Robinson

April carries a sense of renewal, as warmer days, blooming flowers, and fresh green landscapes signal the arrival of spring and the return of baseball, offering a clean slate and renewed hope for every team and fan. Each year on April 15, Major League Baseball pauses to commemorate **Jackie Robinson Day**—a moment that reaches far beyond the game. It marks the day Jackie Robinson took the field for the Brooklyn Dodgers on April 15, 1947, breaking baseball's color barrier and forever changing the course of American history.

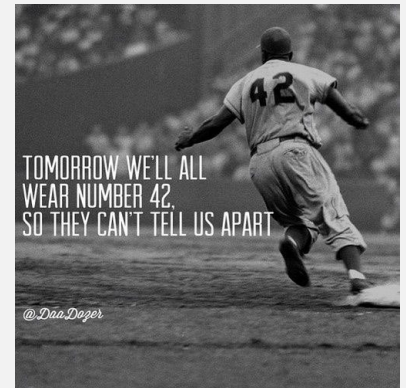
For fans of the Los Angeles Dodgers (like me—Go Blue!), this day carries special meaning. Robinson's legacy is woven into the fabric of the organization—not just as a remarkable athlete, but as a symbol of courage, integrity, and perseverance in the face of adversity.

But Jackie Robinson Day started long before April 15, 1947, and is not only about baseball. It is about the enduring impact of one individual's willingness to "stand in the gap"—to step forward during a time of deep division and help move our country closer to its ideals of equality and opportunity.

Robinson was considered a rebel, a radical even, on and off the field. His influence extended well beyond the diamond and long after his retirement. By challenging segregation in one of the nation's most visible arenas, he helped open doors for future generations and contributed to the broader civil rights movement. After retiring from baseball in 1957, he became Vice President for Personnel at Chock full o' Nuts—the first African American to hold a vice president role at a major American company—where he used his position to advocate for and improve working conditions for employees.

In the public sector, this legacy resonates deeply. Public service calls on individuals to uphold fairness, ensure equal access, and strengthen the systems that serve our communities. Like Robinson, those who serve are often asked to navigate complex challenges with professionalism, accountability, and a commitment to something greater than themselves.

As a society, we have come a long way from April 15, 1947, but the responsibility we share to continue that progress must never stop. **It is a reminder that leadership is not always about recognition, but about impact; not about standing out, but about standing up.**



May we carry forward the values he embodied: courage in the face of challenge, integrity in our actions, and a steadfast commitment to equity and service for all.

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.