



## 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  
Michael A. Urban, Esq., Board Member  
Bruce K. Snyder, Esq., Board Member

### List of Panels

Panel A Eckersley, Masters, Urban  
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Panel C Eckersley, Masters, Snyder  
Panel D Eckersley, Smith, Urban  
Panel E Smith, Masters, Snyder

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

### Staff

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## We Don't Know Them All, But We Owe Them All

Memorial Day. This solemn tradition of honoring our U.S. military personnel who died in the line of duty was originally called Decoration Day and first observed on May 30, 1868. As more and more states adopted May 30 as a day to honor our heroes, Congress passed the Uniform Monday Holiday Act of 1968 (enacted in 1971). It designated Memorial Day as a national holiday and moved it from its traditional May 30 date to the last Monday in May. This year it will be May 26, 2025, and the office will be closed.

We honor our fallen military -- our fathers, mothers, brothers, sisters, children, friends, coworkers, neighbors, strangers -- heroes all.



*"Where liberty dwells, there is my country."*

## In With the Old

You may have noticed on page 1 that there is a new, but familiar, member of the Board. Not one to be still in retirement, former Commissioner Bruce K. Snyder has been appointed Board Member as of May 1, 2025, until June 30, 2026, to serve out the term of Tammara Williams, who recently resigned from the Board. Bruce was ceremonially sworn in by Chair Eckersley at the Board meeting on May 19, 2025. His knowledge of labor and union laws and his experience both as a union attorney and as the EMRB Commissioner will serve the Board well, and we look forward to having him.

## Board Sets Annual Assessment Rates

The Board, on May 19, 2025, set the annual assessment rates for FY 2026. Based on the agency's budget that was tentatively approved by the Joint Ways and Means Committee on April 22, 2025, the Board ordered the FY 2026 rates for both Local Governments and the State Government to be set at \$5.00 per employee. The invoices will be mailed out and/or emailed on June 20, 2025.

In 2020, the Board, because of the pandemic and as a goodwill gesture to the local governments, assessed local governments \$3.00 per local government employee. This rate has been in existence since, which also had the effect of reducing the balance in the Local Government Reserve. The State Government, since the inception of collective bargaining, had a \$6.00 per State employee rate, which was reduced to \$4.25 in FY 2025. This was done to also reduce the balance in the State Government Reserve to just above the 90-day threshold. Based on data we had last year in May 2024, the projected rate for FY2026 was \$4.25 for both the Local and State Governments.

We realize that the FY 2026 rate of \$5.00 is a shift from last year's projections. The reality is that operating costs have increased from the last biennium to the current biennium, and therefore our revenue must also increase to cover all the projected expenditures. With these rates, the agency is also projected to maintain reserve levels at around 158 days for both the Local Government and State Governments for FY 2026. Maintaining the reserves at these levels would provide us with some room in the event of unexpected costs such as representation elections.

Finally, based on the data we have now, the projected assessment rates for FY 2027 for both the Local Governments and the State Government are \$5.75. Because the Board has the authority to set rates yearly, the projected FY 2027 rate might change as we go through and finish up FY 2026.

We appreciate each stakeholder for your support. Please do not hesitate to contact me with any questions or comments.

## PERS Contributions for Holiday Pay

Upon appeal by PERS of a District Court Summary Judgment Order in the case of Las Vegas Police Managers and Supervisors Association, and Las Vegas Peace Officers Association v. Nevada Public Employees Retirement System, Case A-22-861256-P, the Nevada Supreme Court on December 19, 2024, affirmed the order in favor of LVPMSA and LVPOA directing PERS to collect the appropriate employer contributions for holiday pay on Christmas Eve, New Year's Eve and Juneteenth. A copy of the Supreme Court order can be found [here](#). The Supreme Court held that the plain reading of NRS 288.150(2)(d) required PERS to provide additional contributions based on LVPMSA and LVPOA's holiday pay negotiations in the collective bargaining agreements. Petitioner has filed a Post-Judgment Petition for En Banc Reconsideration. (Hat tip to Board Member Snyder).

## On the Horizon

The next meeting of the Board will be on June 16, 2025. (At the time of publication, the Board already held a meeting on May 19, 2025). The meeting on June 16, 2025, will begin at 8:30 a.m. in the Carl Dodge Conference Room and will also be held by Teams. The agenda will be posted and delivered to our electronic mailing list by June 9, 2025.

## 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 were ordered by the Board on May 19, 2025, for a hearing and hearing dates will be scheduled during the June 16, 2025, Board meeting:

Case 2024-032 **Education Support Employees Association v. Clark County School District**

Case 2025-006 **Reno Police Protective Association v. City of Reno**

## Legislative Update

Below are the remaining bills that could affect NRS 288 and public sector collective bargaining that passed out of committee and/or the second house after May 16, 2025. The EMRB is neutral on all bills.

### Senate Bill 161

The bill would have revised 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. It has been amended to exclude some of the strike provisions and has proposed amendments to NRS 288.217 regarding the timelines on how and when to refer contract negotiations to an arbitrator.

### 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.

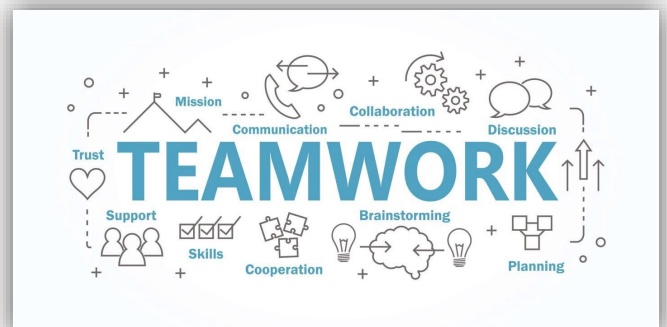
## Did You Know?

Gadsby is a 50,000-word novel written by Ernest Vincent Wright in 1939 and not one of those 50,000 words contains the letter "E." Not one. This remarkable genius feat by Mr. Wright is known as a lipogram, which means work that deliberately avoids certain letters. It is a genius feat because according to the Concise Oxford English Dictionary, the letter E appears in 11.16% of all words, number one in its class. That makes Gadsby exceptional, excellent and extraordinary.

Boiling down the summary of Gadsby, it is about how 50-year-old John Gadsby, with the help of the town youth, motivated the townspeople of Branton Hills to build civic spirit and improve living conditions, thereby revitalizing the town. What does it look like when we are collaboratively motivated at work and why does it matter?

### TEAMWORK MAKES THE DREAM WORK!

Clergyman John C. Maxwell said, "Teamwork makes the dream work, but a vision becomes a nightmare when the leader has a big dream and a bad team." Being a leader not only means being capable of managing his or her team, but rather having all members row the boat together in the same direction to create, establish and sustain a harmonious workplace that goes beyond operating like a well-oiled machine to also cultivating a positive work culture of belonging.



### 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.