



## 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  
Panel B Smith, Urban, Snyder  
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

Marisu Romualdez Abellar, Commissioner  
[mabellar@business.nv.gov](mailto:mabellar@business.nv.gov) Direct Line: 702-486-6157

Kelly Valadez, Board Secretary  
[Kelly.valadez@business.nv.gov](mailto:Kelly.valadez@business.nv.gov)

Cathy Zamora, Administrative Assistant  
[ozamora@business.nv.gov](mailto:ozamora@business.nv.gov)

Employee-Management Relations Board general email:  
[emrb@business.nv.gov](mailto:emrb@business.nv.gov)

General line: 702-486-4505

## Out of the Mountain of Despair, A Stone of Hope

On June 8, 2023, Governor Joe Lombardo signed legislation to make June 19<sup>th</sup> a Nevada State holiday. His proclamation recognized that ever since the United States Congress abolished slavery on June 19, 1862, Juneteenth Independence Day has commemorated the survival, God-given strength and determination of African Americans through extreme adversity, hardship and triumph. The Nevada Historical Marker on the right recognizes the contributions of some of the earliest African Americans living in Virginia City, Nevada between 1866 and 1875. The picture above depicts workers at the Hoover Dam worksite (October 3, 1932).

The office will be closed on June 19 and will reopen on June 20.

### AFRICAN AMERICANS AND THE BOSTON SALOON

BETWEEN 1866 AND 1875, A REMARKABLE BUSINESS THRIVED DIRECTLY BEHIND THIS BUILDING. FREE-BORN WILLIAM A. G. BROWN OPERATED HIS BOSTON SALOON, SERVING VIRGINIA CITY'S AFRICAN AMERICANS. ARCHAEOLOGISTS HAVE REVEALED THAT BROWN OFFERED HIS CUSTOMERS FINELY PREPARED MEALS WITH THE BEST CUTS OF MEAT. SHORTLY AFTER BROWN SOLD HIS BUSINESS, THE GREAT FIRE OF 1875 SWEEPED THROUGH TOWN AND DESTROYED THE BUILDING.

THERE WERE RARELY MORE THAN ONE HUNDRED AFRICAN AMERICANS LIVING IN VIRGINIA CITY, BUT THEY PLAYED VARIED AND IMPORTANT ROLES IN THE COMMUNITY. SOME AFRICAN AMERICANS PURSUED WORK AS LABORERS, PORTERS, AND BARBERS. OTHERS BECAME AFFLUENT BUSINESS OWNERS, AND A PROMINENT DOCTOR WON WIDESPREAD RESPECT. BY THE 1870s, AFRICAN AMERICAN CHILDREN ATTENDED INTEGRATED SCHOOLS.

PREJUDICIAL LAWS AND RACISM PLACED HURTFUL RESTRICTIONS ON THE AFRICAN AMERICANS OF NEVADA. FORTUNATELY, A PREVALENT PRO-UNION, ANTI-SLAVERY ATTITUDE IMPROVED THE LIVES OF MANY AFRICAN AMERICANS WHO HELPED BUILD VIRGINIA CITY.

NEVADA STATE HISTORIC PRESERVATION OFFICE  
DON MCNEIL AND THE BUCKET OF BLOOD SALOON  
2200-SPARKS BRANCH OF THE NAACP, UNIT #1112  
NEVADA STATE HISTORIC MARKER 266

## Annual Assessment Invoices for FY2026

[NRS 288.139](#) authorizes the EMRB to charge and collect a fee from each local government employer for each local government employee of the local government employer who was employed during the first pay period of the immediately preceding fiscal year. Similarly, [NRS 288.475](#) authorizes the EMRB to charge and collect a fee from the Executive Department for each employee who was employed by the Executive Department during the first pay period of the immediately preceding fiscal year.

As noted in the May 2025 newsletter, the Board voted to set the annual assessment rate for FY 2026 at \$5.00 per local government and Executive Department employee. Invoices for both the local governments and the Executive Department will be sent out this Friday, June 20, 2025, by mail and/or e-mail to the official contact person for each local government and the Executive Department. **All invoices are due July 31, 2025.**

When you receive the invoice, please forward it to the appropriate person or section that approves invoices for payment. If, because of your government's bill approval and paying process you need a little extra time to remit the payment, please call our office and we would be happy to make reasonable arrangements.

The assessments can be paid by check, ACH or wire transfer. Instructions for ACH and wire transfers will be included with each invoice. We request that any ACH or wire transfers be initiated on or after July 1, 2025.

As always, please call or email us if you have any questions regarding the annual assessments, the invoice or making payments. We thank you for your continued support.

## Legislative Update

At the close of the 83<sup>rd</sup> Session of the Nevada Legislature on June 2, 2025, below are the bills that affect NRS 288 and public sector collective bargaining that have been signed into law or vetoed:

### [Senate Bill 161](#) - **SIGNED BY THE GOVERNOR MAY 29, 2025 (CHAPTER 94).**

The bill will revise NRS 288.131-288.280 regarding the timelines on how and when to refer contract negotiations between a school district and teacher/support personnel employee organizations. NRS 288.074 excepts teachers from the definition of a "strike"; NRS 288.160 excludes teacher organizations from pledging not to strike and from an employer withdrawing its recognition from an employee organization that disavows that pledge; a finding of a strike under NRS 288.705 provides penalties on the employee organization. **AS ENROLLED.**

### [Senate Bill 189](#) - **SIGNED BY THE GOVERNOR MAY 31, 2025 (CHAPTER 175).**

The bill will revise the definition of physician in NRS 288.140 to include genetic counselors. **AS ENROLLED.**

### [Senate Bill 301](#) - **ENROLLED AND DELIVERED TO THE GOVERNOR MAY 27, 2025; VETOED JUNE 2, 2025 (Veto Message).**

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

### [Senate Bill 348](#) - **SIGNED BY THE GOVERNOR JUNE 6, 2025 (CHAPTER 385).**

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

### [Assembly Bill 155](#) - **ENROLLED AND DELIVERED TO THE GOVERNOR MAY 27, 2025; VETOED JUNE 2, 2025 (Veto Message).**

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

### [Assembly Bill 356](#) - **SIGNED BY THE GOVERNOR JUNE 11, 2025 (CHAPTER 470).**

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

A full list of the bills **SIGNED** by the Governor can be found [here](#).

A full list of the bills **VETOED** by the Governor can be found [here](#).

## On the Horizon

At the time of publication, the Board already met on June 16, 2025. If you missed it, the agenda can be reviewed [here](#).

## 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 previously ordered by the Board for a hearing and hearing dates will be scheduled during the July 2025, Board meeting:

Case 2024-015 **Susan Herron v. Incline Village General Improvement District**

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

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

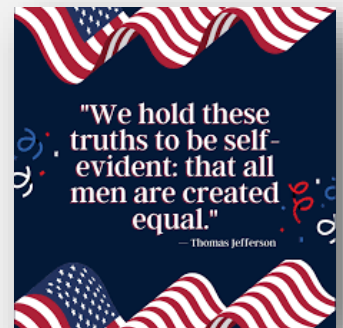
## Did You Know?

The term to "stand in the gap" typically conjures a military scenario where a fellow soldier will stand in the gap of a breached wall to hold off the enemy. Broadly, it means to stand up for others who are in need. It means putting others before yourself to protect them. Juneteenth is a very real symbol of people who stood in the gap for the ones who were unable to stand for themselves.

We celebrate Juneteenth this week. Next month we will celebrate Independence Day.

We all know the major historical significance of July 4, 1776, when 56 men signed the Declaration of Independence. We know the events of three years prior in December 1773, the Boston Tea Party. We know about the Battle of Yorktown in 1781, and all the other battles fought in between on and off the battlefield. Next year July 4, 2026, is the 250<sup>th</sup> anniversary of Independence Day, the United States Semiquincentennial, 250 years of remembering all the men and women who stood in the gap.

And there were more, like the July 4, 1854, abolition protest (leading to Juneteenth and the 13<sup>th</sup> Amendment), the July 4, 1876, Declaration of the Rights of Women protest (leading to women's suffrage and the 19<sup>th</sup> Amendment), and the countless July 4 civil and human rights protests through the years. They all stood in the gap.



The date July 4 has also played a part in the progress of labor law and employer-employee relations. Years after becoming a national holiday in 1870, July 4, 1941, was the first time that the 4<sup>th</sup> of July became a paid holiday for federal employees pursuant to HJR 551, signed on June 29, 1938. The labor movement of the day also held protests on July 4 to highlight working conditions and workers' rights, eventually leading to 9-5 workdays, weekends off, paid vacation and other labor rights. These events would not have been possible without the ones who stood in the gap.

Stand in the gap. It happens every day within our families, our workplaces, our community.

However you and your family celebrate Independence Day, we wish everybody a safe holiday.



### 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.