



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.



The Moulin Rouge in 1955, the first fully desegregated casino in Las Vegas.

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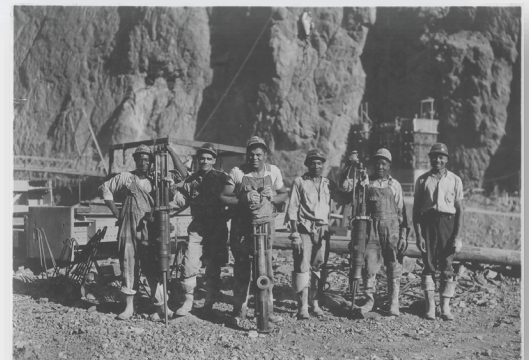
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Freedom is Never Given

Juneteenth, celebrated each year on June 19, marks the end of slavery in the United States and honors the ongoing pursuit of freedom, dignity, and economic opportunity for Black Americans. In Nevada, this history connects deeply with the state's labor story. After emancipation, Black workers migrated west in search of fairer wages and safer working conditions, contributing to Nevada's mining camps, railroads, ranches, and later its hospitality industry—often while facing exclusion from unions and unequal access to jobs. The picture on the right shows Black workers who worked on the Hoover Dam.

Though Nevada entered the Union as a free state, discriminatory hiring practices and segregated job classifications remained widespread, including the emerging casinos and hospitality industries. The broader push for civil rights and equal employment, rooted in the principles symbolized by Juneteenth, helped drive reforms that expanded access to skilled positions, union representation, and public-sector employment across Nevada. These reforms established the groundwork for Nevada's ongoing commitment to fair and equitable labor practices.



Annual Assessment Invoices for FY2027

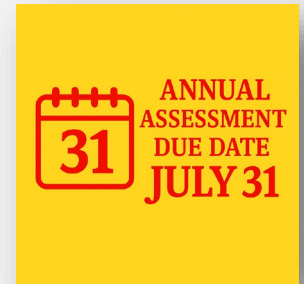
[NRS 288.139](#) authorizes the EMRB to charge and collect a fee from each local government employer for each local government employee of the local government employer who was employed during the first pay period of the immediately preceding fiscal year. Similarly, [NRS 288.475](#) authorizes the EMRB 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 2026 newsletter, the Board approved the annual assessment rate for FY 2027 at \$5.75 per local government and Executive Department employee. Invoices for both local governments and the Executive Department will be mailed and/or emailed to each organization's designated contact on Thursday, June 18, 2026. All payments are due by **July 31, 2026**.

When you receive your invoice, please forward it to the appropriate individual or department responsible for payment processing. If your government's approval or payment procedures require additional time, please contact our office—we are happy to make reasonable accommodation.

Assessments may be paid for by check, ACH, or wire transfer. ACH and wire transfer instructions are included with each invoice. To ensure timely processing, please verify that your payment reaches our office on or before July 31, 2026.

As always, please feel free to call or email us with any questions regarding the annual assessments, invoices, or payment process, and thank you for your continued support.



Election Double Feature: Two Major Votes, One Big Week

State of Nevada Bargaining Unit B – Administrative and Clerical Employees

Following the counting of ballots held on May 27, 2026, the Board certified the results of the representation election for State Bargaining Unit B on June 9, 2026. State Bargaining Unit B consists of administrative and clerical employees of the State of Nevada and the Nevada System of Higher Education (NSHE). The American Federation of State, County and Municipal Employees, Local 4041 (AFSCME), received a majority of the votes cast, securing representation rights for the bargaining unit. A total of 1,254 ballots were cast out of 3,443 eligible voters, with AFSCME receiving 1139 votes.

With the certification of AFSCME as the exclusive bargaining representative for Unit B, that unit became the thirteenth State bargaining unit to obtain exclusive representation under the Employee-Management Relations Act. Two State bargaining units remain unrepresented: Unit D, consisting of professional employees who do not provide health care, including, without limitation, engineers, scientists, and accountants; and Unit J, consisting of supervisory employees from all occupational groups other than firefighters and category I, category II, or category III peace officers.

The Order Certifying the Results of the Election, [Item No. 913](#), was filed on June 11, 2026.

Water Reclamation District Employees Association v. Clark County Water Reclamation District and SEIU Local 1107

On November 17, 2025, the Water Reclamation District Employees Association filed a Petition for Withdrawal of Recognition of SEIU Local 1107 as the exclusive bargaining representative for the supervisory employees of the Clark County Water Reclamation District.

On June 9, 2026, the Board conducted a hearing to review and approve the Election Plan and associated election documents. Following the hearing and based on the Audit Report previously reviewed by the Board, the Board issued and filed its Order for Election on June 11, 2026.

Ballot packets will be mailed to eligible voters on June 22, 2026. Mail-in voting will close on July 7, 2026, at 4:00 p.m. In-person voting will be available on July 8, 2026, from 2:00 p.m. to 5:00 p.m. at the Clark County Water Reclamation District.

Following the close of in-person voting, Board staff will tabulate the ballots and report the results to the parties. Certification of the election results will occur at the Board's August 4, 2026, meeting.

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

Directories

Mediators/Arbitrators/Fact Finders

This Month's Highlight: Mediators, Arbitrators, and Fact Finders

When labor and management cannot quite reach an agreement during negotiations, they can turn to neutral professionals to help find common ground. Under [NRS 288.190](#), and with certain exceptions in [NRS 288.205](#) and [288.215](#), the parties involved in negotiations may submit their dispute to a mediator. If they cannot agree on one, they may ask the EMRB Commissioner to provide a list of seven potential mediators.

The EMRB maintains three directories — **Mediators, Arbitrators, and Fact Finders** — made up of well-seasoned individuals, many of them FMCS-trained and served on their rosters, who have submitted their background information to be considered. When parties request a list of mediators, the names are **randomly selected** using an online name picker, and the seven selected names — along with their CVs — are then shared with the requesting parties.

These directories are an important resource that promote fairness, transparency, and balance in the collective bargaining process.

 To learn more or view the EMRB directories, visit our website at <http://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. 904-A: Case 2024-014 Clark County Defenders Union v. Clark County (and related counterclaim). The Clark County Defenders Union filed a Petition for Judicial Review of the Board's [Order Item No. 904](#). On November 7, 2025, the District Court granted the Clark County Defenders Union's Petition for Judicial Review in part by setting aside the EMRB's finding that CCDU acted in bad faith by "rushing to impasse," and remanded the issue of Clark County requiring CCDU to make all financial proposals first for further explanation, while affirming the EMRB's conclusion that Clark County did not commit regressive bargaining.

The Court also granted Clark County's Counter-Petition in part by requiring the EMRB to clarify the basis for its finding that the County delayed mediation but affirmed the EMRB's finding that the County acted in bad faith by withholding requested information, ultimately remanding three issues to the EMRB for clarification and proper record-making.

Following oral arguments held March 31, 2026, the Board issued [Order Item No. 904-A](#). Clark County was found to have bargained in bad faith by delaying required information, conditioning its financial proposals on CCDU going first, and significantly slowing the mediation process, while CCDU was cleared of allegations of surface bargaining or improperly declaring impasse; the Board ordered postings and compliance but no return to bargaining since the contract was already resolved through fact-finding.

Item No. 912: Case 2025-014 Lander County Classroom Teachers Association v. Lander County School District. On June 1, 2026, the Nevada Government Employee-Management Relations Board issued its decision following the March 30, 2026, hearing in the dispute between the Lander County Classroom Teachers Association (LCCTA) and the Lander County School District (LCSD). LCCTA had appealed a unit determination, seeking to include long-term substitute teachers in its bargaining unit of licensed educators.

After reviewing extensive filings, testimony, and exhibits, the Board concluded that long-term substitutes do **not** share a sufficient "community of interest" with licensed teachers to be included in the bargaining unit. Evidence showed that long-term substitutes differ from teachers across key areas, including temporary placement, evaluations, probationary status, tenure eligibility, credentialing requirements, and access to collectively bargained benefits. LCCTA's Appeal of Unit Determination was **denied**. Long-term substitute teachers will remain outside the LCCTA bargaining unit.

On the Horizon

At the time of publication, the Board had a Board meeting on June 9, 2026 (26-08). If you missed it, the agenda can be found [here](#).

NEXT BOARD MEETING: JULY 9, 2026 (26-09)

The Board's next meeting is scheduled for July 9, 2026 (26-09), in the Carl Dodge Conference Room. While no evidentiary hearings are scheduled, the Board will consider several motions to dismiss, receive status updates on pending matters, and may schedule a hearing for the case currently awaiting placement on the hearing calendar.

We welcome the public to attend and participate or simply observe. The meeting agenda and materials will be posted on the EMRB website by July 2, 2026.

In the Queue

Once the initial pleadings have been filed with the EMRB, including any prehearing statements, and any pending motions to dismiss or defer have been resolved, a case typically enters the Board's hearing queue. At that stage, the Board determines whether to grant a hearing on the merits or dismiss the complaint.

Currently, there is one case in the hearing queue awaiting scheduling:

Case 2026-006 IAFF Local 1908 v. Clark County

The following cases are scheduled for a hearing:

August 5-6, 2026 (Panel A) – NEVADA ROOM and By Teams

Case 2024-019 Clark County Defenders Union v. Clark County

December 9-11, 2026 (Panel E) – TAHOE ROOM and by Teams

Case 2025-013 Villa v. Henderson Police Officers Association

Did You Know?

Standing in the Gap: America at 250 Years

The phrase “stand in the gap” often brings to mind a military image: a soldier stepping into a breach in the wall to hold off the enemy. More broadly, it describes the act of stepping up for those in need—putting others before yourself to offer protection and support. Juneteenth stands as a powerful symbol of those who stood in the gap for people who could not stand for themselves.

As the nation approaches July 4, 2026—the 250th anniversary of Independence Day—we reflect not only on the pivotal moments surrounding July 4, 1776, when 56 delegates signed the Declaration of Independence, but on the actions of generations of people who helped shape the United States, all of whom stood in the gap.

The story of July 4 has reverberated far beyond 1776. The July 4, 1854, abolitionist protest helped pave the way toward the 13th Amendment and Juneteenth. The July 4, 1876, Declaration of the Rights of Women protest contributed to the women's suffrage movement and ultimately the 19th Amendment. Countless civil and human rights demonstrations have taken place on July 4 over the years. All of them were moments of standing in the gap.

July 4 has also influenced the development of labor law and workplace rights. After July 4 became a federal holiday in 1870, it was on July 4, 1941, that federal employees first received the day as paid leave, following HJR 551, which was signed in 1938. Labor movements of the time also used July 4 to highlight working conditions and advocate for workers' rights—efforts that eventually led to the 9-to-5 workday, weekends off, paid vacation, and other labor protections. None of these advancements would have been possible without people willing to stand in the gap.

This month's newsletter began by recognizing the Black workers who helped build the Hoover Dam in the 1930s.

In honor of Juneteenth, this reflection highlights their essential contributions to one of the nation's most significant public works projects—labor that was often carried out under harsh conditions and with limited acknowledgment at the time.

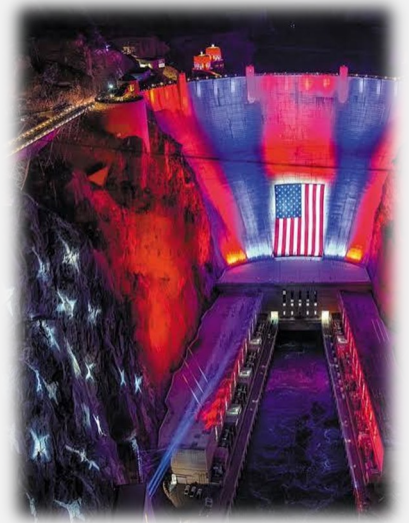
Their story is a reminder that the history of public service and infrastructure in this country is deeply shaped by people whose efforts were not always fully recognized in their own era, but whose impact remains enduring and visible today.

The EMRB humbly recognizes our public service workers who stand in the gap every day for the people of Nevada.

That theme of recognition and shared history also connects to the upcoming July 4, 2026, commemoration where a flag will be displayed at the Hoover Dam. The image of the flag against the backdrop of the dam invites reflection on both national achievement and the fuller history behind it—who built it, who labored for it, and how those contributions are honored in the present moment.

Taken together, these histories remind us that the American experiment has never been static. It is something built over time—by many hands—and continually tested by how fully we choose to recognize and uphold its ideals. That reflection on history naturally extends into the present moment where questions of who to remember, who to recognize, and personal and community responsibility remain as relevant as ever.

This American experiment remains a work in progress—imperfect, evolving, and at times frighteningly fragile. As John Adams reminded us, “Liberty, once lost, is lost forever,” a powerful reminder of the enduring spirit we should always honor not only on July 4, but always.



However you and your loved ones choose to celebrate Independence Day, we hope your holiday is filled with joy, celebration, and plenty of red, white, and blue.

Wishing everyone a fun, safe, and truly memorable Fourth of July!



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.