



Government Employee- Management Relations Board

Nevada Department of Business and Industry

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July 2024

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

Staff

Bruce K. Snyder, Esq., Commissioner

Marisu Romualdez Abellar,

Board Secretary

Cathy Zamora, Administrative Assistant

Board Elects Officers for Fiscal Year 2025

On July 10th the Board unanimously elected Brent C. Eckersley, Esq. as the Chair for the current fiscal year which runs until June 30, 2025. The Board also unanimously elected Michael J. Smith as Vice-Chair. Mr. Eckersley has held the position of Chair since July 2017. Mr. Smith will be serving his second year as the Vice-Chair of the agency. Congratulations to both Mr. Eckersley and Mr. Smith on their continued appointments!



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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.

Board Approves Regulation Changes

On July 10th the EMRB held the required public hearing for revisions to the agency's regulations. No comments were offered at the public hearing and thus the Board adopted the regulation changes as drafted. The regulations now go to the Legislative Commission for final approval.

The regulations are driven by two Executive Orders issued by the Governor. Executive Order 2023-003 requires each agency to review their regulations to determine which ones could be streamlined, clarified, reduced or otherwise improved. Four of the proposed amendments fall into this category. That Executive Order also required a review to determine which regulations could be eliminated. The proposal seeks to eliminate four such regulations. Finally, Executive Order 2023-008 allows agencies to amend their regulations based on legislation passed in 2023. Section 2 of the proposed amendments adds details on the four new supervisory bargaining units.

EMRB Looking for New Commissioner

Commissioner Snyder submitted his retirement letter to the Board on July 10th, announcing he will be retiring from his position as Commissioner on January 31, 2025. At that same meeting the Board approved the job announcement, which has since been posted to the State unclassified job openings website.

To be considered for this position, an applicant must have the following qualifications:

- Bachelor's degree in business administration, public administration, human resources, labor relations or a related field.
- Four years minimum experience in labor law/labor relations, preferably in the public sector.
- Excellent verbal and written communication skills.
- Working knowledge of Microsoft Word, Excel, Outlook, and PowerPoint.
- Juris Doctor from an accredited law school desirable, but not required.

Applications will be accepted through August 31, 2024. The applicants will be reviewed to determine those with the most appropriate qualifications. Those individuals will then be invited to Las Vegas for an interview at their own expense. Please note: In accordance with the Nevada Open Meeting Law, all interviews conducted by the Board will be held in an open meeting scheduled for October 9, 2024. Resumes/applications will be made available to the public.

The position has a salary of \$124,068. The State benefits package includes a defined benefit pension plan (PERS); paid health, dental, life and disability insurance; 12 paid holidays; and paid sick and annual leave. Other employee paid benefits such as deferred compensation plans are available.

If interested, please submit a letter of interest and resume to:

Government Employee-Management Relations Board
Attn: EMRB Board Secretary
3300 W. Sahara Avenue, Suite 490
Las Vegas, NV 89102
or email to: emrb@business.nv.gov.

In the subject line please reference: EMRB Commissioner

For a copy of the official job announcement please email emrb@business.nv.gov.

EMRB Orders an Election for State Bargaining Unit C

On July 10th the Board ordered that an election be held to determine whether AFSCME, Local 4041 should be designated as the exclusive representative for State bargaining unit C, which is comprised of technical employees who work across numerous State agencies, including the Nevada System of Higher Education. These employees work at approximately 280 different locations. The Board ordered the election after an audit of AFSCME's petition for an election showed they had the support of more than 30% of the bargaining unit, which is the threshold to call for an election.

Pursuant to State law, the election is now in a 14-day waiting period, which will end on July 24th, during which time any other labor organization may file a petition showing support of 30% of the bargaining unit. If so, the other labor organization(s) would then also be placed on the ballot. Currently the two options on the ballot are AFSCME, Local 4041 and No Union. Ballots are set to be mailed to the eligible voters on August 1st with the ballots being counted on August 27th.

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 are scheduled for a hearing:

August 7-9, 2024, In-Person in Las Vegas and via WebEx

Case 2023-036; Edwin Martin v. Truckee Meadows Fire Protection District

September 18-20, 2024, In-Person in Las Vegas and via WebEx

Case 2024-009; Nevada Service Employees Union v. Southern Nevada Health District

October 3-4, 2024, In-Person in Las Vegas and via WebEx

Case 2024-006; Lyon County Education Association v. Lyon County School District

November 18-19, 2024, In-Person in Las Vegas and via WebEx

Case 2024-017; Humboldt County Support Staff Organization et al. v. Humboldt County School District et al.

On the Horizon

The next Board meeting will be August 7-9, 2024 at 8:15 a.m. This meeting will be held in the Carl Dodge Conference Room within the EMRB office in Las Vegas. The meeting will also be held virtually using WebEx.

The first two days of the meeting will be a hearing on Case 2023-036, Edwin Martin v. Truckee Meadows Fire Protection District. The Complainant alleges he was not confirmed in a higher position due to personal reasons discrimination. The final day of the meeting will be general business. This will include deliberation on a petition for rehearing in Case 2023-004, John Leonard v. Washoe County and Washoe County Sheriff's Office as well as a motion to dismiss filed in Case 2023-023, Truckee Meadows Fire Protection District v. Truckee Meadows Firefighters Association, IAFF Local 2487. Finally, the Board will deliberate on the parameters for the upcoming interviews related to the appointment of a new Commissioner.

Payments on Annual Assessments Due July 31st

The EMRB is a self-funded agency, receiving all its operating funds through local governments paying \$3.00 for each of their employees and the State government paying \$4.25 per employee. The EMRB does not receive any general fund revenues. The EMRB mailed the annual invoices on June 21st. The invoices were mailed to the official contact person at each government. You should have already received the invoice, which is payable by July 31st.

Many of the governments have already paid their invoice – and to them we say, “Thank you.” If you have not yet received the invoice, please call our office immediately. If you have received the invoice, please forward it to the appropriate person or section that approves invoices for payment. If, because of your government's bill approval process you need extra time to remit the payment, please call our office and we will work with you. Governments who do not pay by July 31st and who have not made other arrangements as described in the prior paragraph will be contacted by telephone and e-mail beginning in early August.

“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.