



Government Employee- Management Relations Board

Nevada Department of Business and Industry

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Promontory Point

<https://lasvegasareatrails.com/promontory-point-hoover-dam-area-lake-mead-nra-nevada/t, Hoover Dam>

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.

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To Every Season Turn: Honoring Nevada's Public Workforce

As soon as the calendar turned to July heading into the dog days of summer, Nevada has already experienced temperatures often exceeding 100 degrees. Through that, thousands of public employees will continue to provide the essential services that keep our communities safe and functioning. From road maintenance and public works crews to utility workers, parks employees, police and firefighters, these dedicated professionals work through challenging conditions while helping ensure the uninterrupted delivery of public services. **Their commitment highlights the importance of workplace safety, effective communication, and strong labor-management relationships that support not only employees and employers, but also the citizens who depend on quality public services every day.**



The Heat Is Temporary. Public Service Is Constant.

Small Business Impact Comments Requested by August 24, 2026

The EMRB invites our stakeholders to submit comments regarding the potential economic impact of the proposed regulations to be amended or repealed under Chapter 288 of the Nevada Administrative Code, and as drafted in [LCB R135-26P](#). A copy may also be provided upon request. Persons wishing to comment upon the proposed action of the Government Employee-Management Relations Board may address their comments, data, views, or arguments in written form. Written submissions must be received by the EMRB **on or before MONDAY, AUGUST 24, 2026**. Comments may also be presented during the public hearing scheduled for **MONDAY, AUGUST 31, 2026, at 10:00 a.m.**

Annual Assessment Payments due July 31

FY2027 annual assessment invoices for both the local governments and the Executive Department were sent out last month, and payments are due by **July 31, 2026**.

(And for the Potter heads out there, yes — it's also your favorite wizard's birthday. 🧙)

If you have not received your local government's invoice, please contact us and we will be happy to assist. If your government's bill approval or payment process requires a little extra time, please call our office — we're glad to make reasonable arrangements. ⏰

As a reminder, assessment payments can be made by **check, ACH, or wire transfer**. ACH and wire instructions were included with each invoice, but we can provide them again upon request.



As always, please call or email us if you have any questions regarding the annual assessments, the invoice, or the payment process. We sincerely thank the local governments that have already submitted their payments and appreciate your continued support.

CCWRD Election Wrap-Up

Case 2025-025 Water Reclamation District Employees Association v. Clark County Water Reclamation District and SEIU Local 1107

In last month's newsletter, we reported that on June 9, 2026, the Board conducted a hearing to review and approve the Election Plan and related election documents for the supervisory employees of the Clark County Water Reclamation District, who will vote to select representation for their bargaining unit. Following the hearing and based on the Audit Report previously reviewed by the Board, the Board issued its **Order for Election** on June 11, 2026, formally authorizing the election process to move forward.

Ballot packets were mailed to eligible voters on June 22, 2026. Mail-in voting closed on July 7, 2026, at 4:00 p.m. and an in-person election was held 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, the ballots were tabulated and the results announced to the parties who were present during the counting. Thirty-eight (38) ballots were counted (there were 40 employees who were eligible to vote).

Certification of the election results will occur at the Board's meeting on August 4, 2026. We thank the employees and management of CCWRD and SEIU representatives who participated and collaborated in making the election a smooth, transparent, and successful process.

☀️ **Summer Safety Tip:** *In Nevada's summer heat, water, shade, and rest aren't luxuries—they're essential tools for a safe workday.*



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

How do I? - Frequently Asked Questions

This Month's Highlight: Frequently Asked Questions

A core commitment of the Government Employee-Management Relations Board (EMRB) is to provide local governments, the State of Nevada, and their employees with clear information to help navigate the sometimes complex process of filing an unfair labor practice complaint, a duty of fair

representation claim, a petition for declaratory order, or other petitions. Just like court filings, these matters follow specific procedures and deadlines that apply to all parties—whether represented by counsel or self-represented.

We've outlined answers to the most common scenarios in our FAQs, but if you have a question that isn't addressed there or you need a breakdown of the process, please feel free to email me at mabellar@emrb.nv.gov or call **702-486-6157**. We're always happy to help.

🔗 To explore our FAQs 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.

On the Horizon

At the time of publication, the Board had a Board meeting on July 9, 2026 (26-09). If you missed it, the agenda can be found [here](#).

NEXT BOARD MEETINGS: JULY 28, 2026 (26-10) AND AUGUST 4-6, 2026 (26-11)

The Board's next meeting is scheduled for **July 28, 2026 (Meeting 26-10)**. Panel A will convene in the Dodge Conference Room and via Microsoft Teams to deliberate on **Case 2024-015, Herron v. IVGID**, following the evidentiary hearing held on June 3-4, 2026.

The Board will then meet **August 4-6, 2026 (Meeting 26-11)** in the Nevada Room and via Microsoft Teams. General Board business will begin on **Tuesday, August 4, at 8:30 a.m.**, followed by hearings and other agenda items scheduled throughout the remainder of the meeting.

On **August 5-6, 2026**, Panel A will hear Case 2024-019 **Clark County Prosecutors Association v. Clark County**. The Clark County Prosecutors Association ("CCPA") has alleged that Clark County failed to bargain in good faith, attempted to interfere with the administration of the CCPA, and interference with the rights of an employee to engage in protected activity under the EMRA. They further alleged that the County's overall approach—across multiple bargaining cycles—amounted to delaying negotiations, limiting meaningful progress, and creating pressure on the union during key timelines. CCPA says certain proposals and scheduling decisions made it harder for employees to exercise their rights under state law and ultimately slowed or complicated the negotiation process. Clark County's position is that it followed all required negotiation steps, complied with the state's impasse procedures, and made proposals that were lawful and consistent with prior EMRB guidance. The County says it participated in bargaining in good faith, even when the parties disagreed on wages, contract timelines, or proposed changes to benefits.

We welcome the public to attend and participate or simply observe. The meeting agendas and materials will be posted on the EMRB website by July 22, 2026, for Meeting 26-10 and by July 29, 2026, for Meeting 26-11.

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.

The following case is in the queue to be scheduled for a hearing:

Case 2026-003 Juvenile Justic Supervisors Association v. Clark County

The following cases are scheduled for a hearing:

September 23-24, 2026 (Panel D) – RED ROCK ROOM and by Teams

Case 2026-006 IAFF Local 1908 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?

July reminds us that Nevada's labor history was forged not only in mines and on construction sites, but also in hotels, railroads, and public employment. From Hoover Dam workers to hospitality employees and the development of mediation as a labor relations tool, these milestones reflect the enduring importance of balancing the interests of employees, employers, and the public.

Nevada's labor history includes not only collective bargaining at the negotiating table, but also the sacrifices of workers whose efforts helped build the state's infrastructure and the labor disputes that have long influenced Nevada's public policy.

NEVADA LABOR: PIVOTAL JULY DATES TO REMEMBER

July 15, 1913 – A Nevada Senator Shapes National Labor Relations. Although a federal milestone, the **Newlands Labor Act** usually refers to the Newlands Act of 1913, officially titled "**An Act Providing for Mediation, Conciliation, and Arbitration in Controversies Between Certain Employers and Their Employees.**" It was sponsored by Nevada Senator Francis G. Newlands and signed into law by President Woodrow Wilson on **July 15, 1913**. The Act created the federal Board of Mediation and Conciliation for railroad labor disputes—the forerunner of today's federal mediation system. It marked one of the earliest federal efforts to encourage mediation before strikes or lockouts.

More than a century later, Nevada continues this tradition by emphasizing mediation and other peaceful dispute-resolution processes under the **Employee-Management Relations Act** and **underscores the EMRB's modern role of continuing its commitment to balanced and constructive labor-management relations.**

July 7, 1931 – Construction Begins on Hoover Dam. Workers officially began construction of what was then known as Boulder Dam. More than 20,000 men worked on the project during the Great Depression under extremely hazardous conditions. Summer temperatures regularly exceeded 120°F, and workers faced dangerous tunnel conditions, rockfalls, carbon monoxide exposure, and inadequate safety protections. Labor unrest during construction led to strikes in 1931 and 1935, resulting in modest improvements in wages and working conditions. The project remains one of Nevada's defining labor stories and illustrates how worker advocacy contributed to improvements in workplace safety.

July 2–8, 1949 – The Reno-Sparks Culinary Strike. Beginning on **July 2, 1949**, thousands of hotel and restaurant workers walked off the job in Reno and Sparks seeking higher wages and broader union recognition. The week-long strike significantly disrupted businesses over the Independence Day holiday and became one of the most influential labor disputes in Nevada history. The strike ultimately helped shape the political debate that resulted in Nevada's **Right-to-Work law**, effective in 1953.

For the EMRB, these historical moments reinforce the Board's ongoing mission to promote stable and constructive labor-management relations through fair, impartial, and efficient administration of Nevada's collective bargaining laws. **Their experiences remind us why fair labor practices and effective dispute resolution remain important today.**

The lessons of the past—shaped by negotiation, perseverance, and the contributions of working people—guide the Board's work today as it ensures fair practices, supports effective dispute resolution, and administers Nevada's collective bargaining laws with integrity. These principles remain essential to maintaining stable labor relations and fostering trust between the State of Nevada Executive Department, and Nevada's public employers and employees across the state.

As we move forward, we encourage all stakeholders to remain engaged, informed, and proactive in fostering collaborative labor-management relationships that strengthen Nevada's public sector.

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.