



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.

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Work With Pride; Rest With Dignity

More than being just a three-day weekend or the day that marks the end of summer, Labor Day in the United States, celebrated on the first Monday in September, honors the social and economic achievements of American workers and the labor movement. It originated during the late 19th century amid the Industrial Revolution when labor unions fought for better working conditions, fair wages, and shorter hours. The first Labor Day parade was held in New York City on September 5, 1882, organized by the Central Labor Union. Following the [1894 Pullman Strike](#), which heightened public awareness of labor struggles, President Grover Cleveland signed legislation officially establishing Labor Day as a federal holiday.

We pay tribute to all the public and private sector workers that tirelessly make the Silver State a community for the people who live in and visit Nevada, with our sincere thanks.

This year Labor Day is on September 1, 2025, and the office will be closed.

“No work is insignificant. All labor that uplifts humanity has dignity and importance and should be undertaken with painstaking excellence” – Martin Luther King, Jr.





Thank You – And Just a Few to Go!

First, a heartfelt thank-you to the local governments that have already submitted their annual assessments—we truly appreciate your promptness and support!



FY 2026 payments were due July 31, 2025. As of today, 11 local governments still have outstanding payments. We are confident those will be taken care of soon, and we are always glad to work together with the local governments to make the process as smooth and timely as possible. These assessments play an important role in supporting the Board's work, and we are grateful for everyone's continued partnership.

On the Horizon

At the time of publication, the Board had a meeting on August 18, 2025. If you missed it, the agenda can be reviewed [here](#).

The next Board meeting is scheduled for **September 22-24, 2025, at 8:30 a.m.** to be held in the Nevada Conference Room located at 3300 W. Sahara Avenue, Fourth Floor, and will also be held by Teams.

Panel D will hear **Case 2024-032, Education Support Employees' Association v. Clark County School District**. The hearing will be held over the first two days of the meeting on September 22 and 23, 2025. The Education Support Employees Association (ESEA) claims the Clark County School District (CCSD) committed unfair labor practices by holding a potentially disciplinary meeting with employee Zachary Salazar without union representation, therefore violating Salazar's Weingarten rights, and by not following the union contract's grievance procedures. ESEA further alleges CCSD interfered with Salazar's union rights and has continued retaliation. CCSD's position is that the meeting was not disciplinary and therefore his Weingarten rights were not violated, that it followed proper procedures, that no union rights were violated and that there is no evidence of retaliatory behavior by CCSD.

Also, on September 24, 2025, the Board will deliberate on Respondent's Motion to Dismiss Complaint or Alternatively Defer the Complaint in **Case 2025-011, Las Vegas Peace Officers Association v. City of Las Vegas**; a Motion to Dismiss in **Case 2025-013, Hector Villa v. HPOA**; a Petition for Declaratory Order in **Case 2025-015, Clark County v. CCDU, et al.**, and several other general Board business items.

We welcome the public to our meetings even if you are not attending for a particular matter.

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. At the moment, there are no cases in the queue.

The following cases are scheduled for a hearing:

September 22 and 23, 2025 (Panel D) - In-Person in Las Vegas (Nevada Room) and by Teams

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

November 3 and 4, 2025 (Panel C) - By Teams

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

November 20, 21 and 24, 25, 2025 (Panel A) - By Teams

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

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. 909 Case No. 2023-019 (consolidated with 2023-029), AFSCME Local 4041 v. State of Nevada, Department of Veterans Services, Nevada State Veteran's Home.

The Government Employee-Management Relations Board reviewed and granted the Respondent's motion to defer the matter to the arbitration proceedings and award and to dismiss the consolidated complaints based on the arbitrator's decision. Applying the NLRB five-part test relative to deferral to an arbitration in *City of Reno v. Reno Police Department*, 118 Nev. 889, 896 (2003), the Board found that the arbitration proceedings were fair and regular, both parties had agreed to be bound by arbitration, the decision was not clearly repugnant to the purposes and policies of the Employee-Management Relations Act, the contractual and unfair labor practice issues were factually parallel, and the arbitrator was presented with sufficient facts to resolve the issues. Accordingly, the Board deferred to the arbitration decision and dismissed the complaints with prejudice.

Did You Know?

In baseball scorekeeping terms, the letter K symbolizes a strike, widely believed to have been first used in the scoring of an actual game in 1868 by Henry Chadwick, who was the New York Herald's first baseball editor in the 1860's.

Why? I wish Mr. Chadwick was still here with us to answer why.

According to the official [Major League Baseball](#) website glossary, Mr. Chadwick could not use the letter S for struck because it was already used to indicate a "sacrifice." Instead, the K was and is still used because it is the most memorable sound when you say "strike." But there is more. A backward K is meant to denote a non-swinging, called third strike. Even for baseball fans, the explanation of the use of the letter K (and the backward K) to indicate a strike is somewhat of a headscratcher.



UNEXPECTED HOLIDAY — Students at Jim Bridger Junior High School headed for home at 10:20 Thursday morning when their teachers walked out of the classrooms. Classes at the school were dismissed for the day when the teachers caucused earlier in the morning, voted to walk-out, and then held a second meeting to discuss the matter further.

But this is the Employee-Management Relations Board and a strike in labor terms is used to describe a work stoppage, and Nevada has seen its share of labor strikes. The most notable Nevada strikes include the 75-day strike against 50 hotels on the Strip, and the very recent 69-day strike by the Virgin Hotels non-gaming workers that ended in January 2025. The longest and most successful Nevada, and U.S. history, strike was The Frontier strike which lasted from September 21, 1991, to February 1, 1998.

With the start of the new school year, we look back on one of the most consequential Nevada strikes, the 1969 teachers strike.

LV TEACHERS WALK OUT

Clark County teachers staged a two-day strike that began with a walkout at Jim Bridger Junior High School on North Bruce St. and included a march on the Strip. Their goal was to move the teacher base salary from \$6,000 to \$8,000. (Legislators eventually passed legislation to make the new base \$6,800.) It was this event that led to the passage of the Employee-Management Relations Act in April 1969. "Trading off labor rights for labor peace" was the impetus behind the EMRA and why NRS 288 prohibits strikes by public employees. Nevada is one of 39 other states that prohibit public sector strikes.

This past legislative session, Governor Lombardo signed [SB161](#) which amends NRS 288 to clarify what constitutes a strike of a teacher organization and the penalties that a school district is allowed to enforce, such as to fine the teacher organization for coordinated labor actions and not the individual teachers.

Labor strikes have long played a vital role in drawing attention to labor issues and demonstrating worker solidarity in the pursuit of fairness, respect, and equality. Labor Day itself emerged directly from the [Pullman Strike](#)—a pivotal event that, despite its tragic toll in lives and property, led Congress to establish the holiday in June 1894. It is fitting, then, that we honor American workers on Labor Day, recognizing them as the foundation of our nation's strength and freedom.

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.