



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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State Outage

On August 24, 2025, the Nevada Executive Department detected a ransomware cyberattack that forced the shutdown of multiple state systems, including DMV services, Access Nevada, and agency websites, including the EMRB's website, while emergency services and payroll remained operational. The State confirmed that some data was stolen, though officials say there is no evidence that DMV or financial records were compromised. Recovery has been gradual, with some in-person services resuming and temporary workarounds in place for programs like SNAP and TANF. Nevada's Governor and Technology Office are working with federal partners such as the FBI and CISA on restoration, while also emphasizing that full recovery may take weeks.

The Employee-Management Relations Board continued to operate as normally as possible through this period. As of last week, our website came back online, current and historical files are now accessible, and we should be able to respond to public records requests. It is through the herculean efforts of the Governor's Technology Office and our IT team that the EMRB maintained operational continuity throughout the outage, and we thank them.

Please refer to the Nevada Office of Emergency Management website at <https://www.oem.nv.gov/recovery> for the latest official news regarding statewide recovery efforts.

Progress: Social Media

Our website at <http://emrb.nv.gov> is back online. For those who are not familiar, our website is a one-stop resource for current and historical Board meeting agendas and minutes, our monthly newsletter, an order database, practical guides and resources for filing a complaint or petition, copies of collective bargaining agreements, and directories of mediators, arbitrators and factfinders.

During the recent State outage, agencies across Nevada were encouraged to explore ways to stay connected with constituents and stakeholders. Many launched LinkedIn pages — and because it's 2025, we did too! You can now connect with us on LinkedIn for updates, resources, and news.



And so, we are excited to announce that we have created an official LinkedIn page. Even though our website is fully operational, this new platform will allow us another way to share updates, highlight our monthly newsletter and Board meetings, and connect with our user community in a more interactive way.

Follow and connect with us:  <https://www.linkedin.com/company/government-emrb/>.

On the Horizon

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. The meeting will also be held by Teams. A copy of the agenda can be requested by calling our office at (702) 486-4505, emailing us at emrb@emrb.nv.gov or by viewing it [here](#). We welcome the public to our meetings, in person or online, even if you are not attending for a particular matter.

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**, and several other general Board business items.

The Board has a meeting scheduled for October 16, 2025. During this meeting, the Board will deliberate on Respondent's Motion to Dismiss in **Case 2025-014, Lander County Classroom Teachers Association v. Lander County School District**; a Petition for Declaratory Order in **Case 2025-015, Clark County v. Clark County Defenders Union, et al.**; as well as Joint Status Reports in **Case 2025-001, IAFF Local 731 v. City of Sparks**, and **Case 2025-005, Darling v. LVVWD**. The agenda for this meeting will be distributed on October 10, 2025.

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:

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**

Did You Know?

The very first hotel in Las Vegas stood at the corner of Fremont and Main Street. Originally called the Hotel Nevada—today known as the Golden Gate Hotel & Casino—it opened on May 15, 1905, with its land purchased for what now seems like a bargain price of just \$1,750. A year later, in 1906, the hotel introduced a casino, only to see gambling shut down during the prohibition era in 1910. Yet progress in Las Vegas never stayed quiet for long. When gambling was legalized again in 1931, and with the construction of the Hoover Dam bringing in workers and prosperity, the city was set on a path toward the booming gaming capital it would one day become.



In 1931, Las Vegas welcomed the Pair O' Dice, a casino and dance club on Highway 91, at what is now 3120 Las Vegas Boulevard South. With its rustic, speakeasy charm, it drew in locals, travelers, and early high rollers, offering food, drinks, and gaming to those making the trip between Los Angeles and Las Vegas. The Pair O' Dice helped lay the foundation for the Las Vegas Strip as a destination for entertainment, long before the era of mega-resorts. In 1941, the property was sold and transformed into the Hotel Last Frontier—the Strip's second resort, following El Rancho Vegas.

(Photo: Vintage Las Vegas)

Several change of ownerships later, an expansion known as the New Frontier opened in 1955. Both hotels would later be demolished to reopen in 1967 as the Frontier (and then again as the New Frontier).

Fast forward to 1991—Frontier owners Margaret Elardi and her two sons declined to renew the hotel's bargaining contract with the Culinary Workers Union. In response, the union, joined by Bartenders Local 165, Teamsters Local 995, Operating Engineers Local 501, and Carpenters Local 1780, voted to strike. On September 21, 1991, 550 workers walked out, beginning what would become the longest strike in U.S. history, lasting 6 years, 4 months, and 10 days.

In 1998, the Elardi family sold the Frontier to Kansas businessman Phil Ruffin, who pledged to restore the union contracts. True to his word, Ruffin immediately recognized the unions and rehired all the striking workers. On February 1, 1998, the strike officially came to an end.



(Photo: UNLV University Library)

This weekend marks 34 years since the Frontier strike began. Its legacy lives on as a powerful reminder of labor rights, union strength, and the resilience of workers who stood their ground. The Frontier Hotel itself closed on July 16, 2007, and just a few months later, on November 13, 2007, it was reduced to rubble—leaving behind not only memories of its storied past but also an enduring place in Las Vegas history.

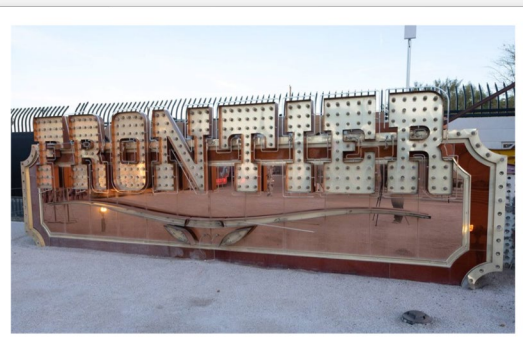


Photo: The Neon Museum

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.