



## 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

Tammara M. Williams, Board Member

Michael A. Urban, Esq., Board Member

### Staff

Bruce K. Snyder, Esq., Commissioner

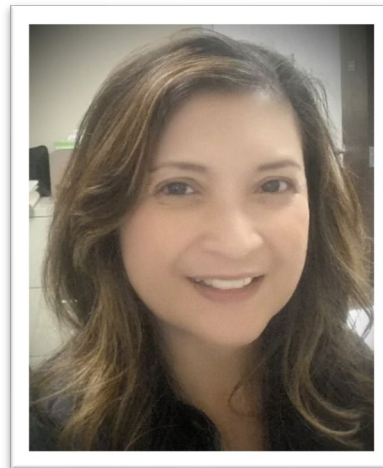
Marisu Romualdez Abellar,

Board Secretary

Cathy Zamora, Administrative Assistant

## Board Appoints New Commissioner

On October 9<sup>th</sup> the Board unanimously selected Marisu Romualdez Abellar as the next Commissioner of the EMRB, replacing the current Commissioner, Bruce Snyder, who will be retiring the end of February 2025. She will assume the office of Commissioner on Monday, March 3<sup>rd</sup>.



### Inside This Issue

- 1 **Board Appoints New Commissioner**
- 2 **On the Horizon**
- 2 **Board to Start Process to Appoint a New Board Secretary**
- 3 **In the Queue**
- 3 **Annual Reports Due December 2nd**
- 3 **Reminder About Useful Resources**

### 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.

The office will be closed on October 25<sup>th</sup> for Nevada Day and on November 11<sup>th</sup> for Veterans Day.

The Board originally appointed Marisu as the EMRB's Executive Assistant/Board Secretary in December 2014. Before her appointment to the EMRB, Marisu was the Legal Secretary for the Nevada Real Estate Division, bringing with her over almost 30 years of experience as a Legal Secretary/Assistant working for various firms in Los Angeles, Honolulu, and Las Vegas. She attended the University of the Philippines, College of Manila where she majored in History, and received her paralegal certificate from the Attorney Assistant Program at the UCLA School of Law Extension in Los Angeles, California.

During her interview, Marisu emphasized that working alongside the Commissioner this past decade has enabled her to know and perform most facets of the Commissioner's duties. She further emphasized that she is committed to effect a seamless transition from Executive Assistant to Commissioner, thereby ensuring a continuation of the important service the EMRB has consistently provided to its user community. After the vote, Commissioner Snyder assured the Board that he would spend his final four months with the agency to fill in any knowledge gaps to ensure a smooth and successful passing of the baton.

## On the Horizon

The next meeting of the Board will be November 6-8, 2024, with each day's meeting beginning at 8:15 a.m. This meeting will be held in the Carl Dodge Conference Room, which is located in the EMRB Office on the fourth floor of the Nevada State Business Center. The meeting will also be held virtually.

The first two days of the meeting will primarily be devoted to a hearing held by Panel A in Case 2024-014, Clark County Defenders Union v. Clark County with a counterclaim of Clark County v. Clark County Defenders Union. At its core, both sides accuse the other of bad faith bargaining over a successor agreement. Other issues include whether the union prematurely declared impasse, whether NRS 288 restricts a party during negotiations from proposing a removal or favorable alteration of terms in a prior agreement and whether the union attempted to unilaterally add non-statutory conditions to the mediation process.

Panel A will also deliberate on a stipulation to dismiss covering two cases: Case 2023-033, Nye County v. Nye County Management Employees Association and Case 2024-002, Nye County Management Employees Association v. Nye County.

General business will be conducted on Friday, November 8<sup>th</sup>. At that time the Board will assign hearing dates for four cases. It will also randomly assign hearing panels to all but the first case, which is being kept before the full Board as it is a case of statewide significance. These cases are:

- Case 2024-016, In the Matter of Clark County, Petition for Declaratory Order
- Case 2024-024, Nevada Service Employees Union v. Clark County
- Case 2024-026, Nevada Service Employees Union v. Southern Nevada Health District
- Case 2024-027, Teamsters Local 14 v. City of North Las Vegas

The Board will also deliberate on several motions: in Case 2023-020, Clark County School District v. Clark County Education Association, the employee organization seeks to dismiss the case filed by the school district to seek permission to withdraw recognition. Case 2024-029, In Re: Clark County Education Association's Petition for Declaratory Order, the school district filed a motion to dismiss or to consolidate this case with Case 2023-020. There is also a motion to dismiss or stay the case in Case 2024-028, Henderson Police Supervisors Association v. City of Henderson as well as motion for fees and costs in Case 2023-036, Edwin Martin v. Truckee Meadows Fire Protection District.

The Board will also deliberate on a petition for declaratory order in Case 2024-018, Las Vegas Police Managers and Supervisors Association v. Las Vegas Metropolitan Police Department. Finally, Panel C will also deliberate on a hearing previously held in Case 2024-009, Nevada Service Employees Union v. Southern Nevada Health District.

## Board to Start Process to Appoint a New Board Secretary

On November 8<sup>th</sup> the Board will be setting the parameters for the appointment of a new Board Secretary due to the promotion of the current Board Secretary to the office of Commissioner (see page 1). Staff will be recommending that the application period open the week of November 11<sup>th</sup> and close on December 13<sup>th</sup>. Staff will also be recommending that a screening committee review the applications and conduct initial internal interviews of up to 10 applicants. It would then be anticipated that the Board in mid-January would select up to five of the applicants to interview before the Board in late January or early February, at which time the Board, by statute, would appoint the new Board Secretary.

If you received this newsletter via e-mail, then expect to see the official job announcement also via e-mail in mid-November. The position, which serves at the pleasure of the Board, currently pays \$79,532 per year plus benefits. The current Commissioner will be retiring as of Friday, February 28, 2025. The current Board Secretary will then become the new Commissioner on Monday, March 3, 2025. It is anticipated that the new Board Secretary would also assume office on Monday, March 3, 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. The following cases are scheduled for a hearing:

**November 6-8, 2024, In-Person in Las Vegas and via Teams**

Case 2024-014; Clark County Defenders Union v. Clark County

**December 9-11, 2024, In-Person in Las Vegas and via WebEx**

Case 2024-010; Nevada Service Employees Union v. Clark County

**January 15-16, 2025, In-Person in Las Vegas and via WebEx**

Case 2024-013; Las Vegas Police Managers & Supervisors Association v. Las Vegas Metropolitan Police Department

Note: On November 8<sup>th</sup> the Board will be setting hearing dates for an additional five cases, which will extend hearings to March.

## Annual Reports Due December 2nd

Every local government and employee organization, as well as the State and each labor organization, must annually file a report with the EMRB each November. The forms were mailed to the official contact person at each local government and employee organization on October 18<sup>th</sup>. If you are the official contact person, please complete the form and associated documents, if any, and return them to us by the deadline. Please note that the deadline this year has been extended to Monday, December 2<sup>nd</sup> as the end of November falls on a weekend. If you are no longer the official contact person, please forward the form to the person who should now be the official contact person. If you are the official contact person but you have not received the mailed form, a blank form can be found here:

[2024 Local Government Annual Report Form](#)

[2024 Employee Organization Annual Report Form](#)

[State of Nevada Labor Organizations - 2024 State Labor Organization Form](#)

As always, each labor organization and employee organization will also need to file with the EMRB a copy of any new or updated collective bargaining agreement as well as any changes to their constitution or by-laws.

## Reminder About Useful Resources

The EMRB maintains on its website three lists of individuals who are willing to serve as an arbitrator, mediator or fact-finder. These three lists have been recently updated as of the end of September. Although many governments use the services of the Federal Mediation and Conciliation Service (FMCS) or the American Arbitration Association (AAA), there are certain instances in which a local government must apply for and receive a list specifically from the EMRB.

Also, the EMRB keeps current copies of all collective bargaining agreements on our website. Check out all these resources next time you visit [emrb.nv.gov](http://emrb.nv.gov). The collective bargaining agreements will be updated as new ones are received through the annual report process (see above).

Additionally, the EMRB has all its decisions from its inception in 1969 on the Nevada Library on CD, published by the Legislative Counsel Bureau. This product, used by many law firms and governments, is searchable in many ways and is relatively inexpensive to purchase. Our website also contains all these orders and a searchable index. Please do not hesitate to call us if you need any assistance in how to use any of this information.

### "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.