



# 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 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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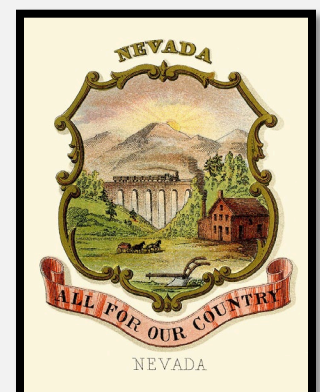
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 <https://www.linkedin.com/company/government-emrb/>

## All For Our Country

Nevada became the 36th state on October 31, 1864, during the Civil War, largely due to its rich silver mines, strong Union loyalty, and political timing. Originally part of the Utah Territory, Nevada was granted its own territorial status in 1861 after the discovery of the [Comstock Lode](#) attracted thousands of settlers. President Abraham Lincoln and Congress pushed for rapid statehood to secure Nevada's mineral wealth for the Union, gain additional votes for Lincoln's re-election, and help pass the 13th Amendment abolishing slavery. In a rush to meet deadlines, Nevadans sent their state constitution by telegraph to Washington, D.C.—the longest and most expensive telegram ever sent. Though its population was well below the usual requirement, Nevada was admitted to the Union, and its statehood is still celebrated every year on the last Friday of October, **Nevada Day**.

This year Nevada Day is on October 31, 2025, and the office will be closed.



## Annual Reports Due December 1, 2025

Between November 1 and December 1 of each year, **each local government employee organization and State labor organization** shall file with the Board the name and contact information of the person designated by the employee organization or labor organization, as applicable, to receive all official communications from the Board, except for those communications related to a case before the Board for which an attorney has filed an appearance; and a list of its current officers and representatives, including, but not limited to, any and all elected officials and other professional representatives retained to administer the various activities of the employee organization or labor organization, as applicable. [NRS 288.165](#) and [NAC 288.147](#).



Similarly, each local government shall, on or before November 30 of each year, file with the Board a list of all employee organizations recognized by the employer and a description of the bargaining unit for each employee organization. [NRS 288.161](#).

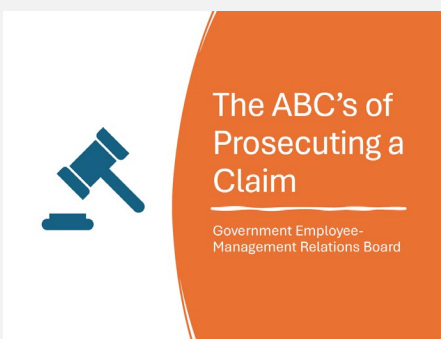
The annual report forms for local governments, employee and labor organizations were mailed and/or emailed on **Friday, October 17, 2025**. In previous years, the deadline to return completed forms was **November 30**. Since November 30 falls on a Sunday this year, the due date has been extended to **Monday, December 1, 2025**.

The forms are also available on our website at <https://emrb.nv.gov>, which can be returned by mail or by e-mail to [emrb@emrb.nv.gov](mailto:emrb@emrb.nv.gov).

As always, please contact us regarding any questions or if you require further information or need an extension to file the report. We sincerely thank each local government, employee and labor organization for your assistance.

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

As many of you know, the Government Employee-Management Relations Board website (<http://emrb.nv.gov>) is a valuable resource. It includes Board orders and summaries, lists of mediators, arbitrators, and factfinders, copies of collective bargaining agreements for the local government employee and Executive Department labor organizations in Nevada, and even information about current Board members. Beginning with this issue, we will spotlight different sections of our website each month.



This month's highlight is found under **Practice Guides: [The ABC's of Prosecuting a Claim](#)**. This guide provides an overview of the EMRB, the types of claims (and even the types that are NOT) under the Board's jurisdiction, along with links to Nevada or Federal divisions or departments that could handle other non-Board jurisdiction labor issues. There are also sections on what are considered prohibited practices (for both the local governments and the State of Nevada Executive Department and their CBA covered employees), and how a complaint moves through the process—from initial filing, to the hearing phase, and finally to appeal.

In the future, we will also publish separate quickguides for complaints, motions, petitions, etc.

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 meeting on October 16, 2025. In case you missed it, a copy of the agenda can be found [here](#). We welcome the public to our meetings, in person or online, even if you are not attending for a particular matter.

The next Board meeting is scheduled for **November 5, 2025, at 8:30 a.m.** to be held in the Carl Dodge Conference Room located at 3300 W. Sahara Avenue, Suite 490 and will also be held by Teams. A copy of the agenda will be sent out on October 30, 2025, and can also be requested by calling our office at (702) 486-4505 or emailing us at [emrb@emrb.nv.gov](mailto:emrb@emrb.nv.gov).

The Board will deliberate on a Motion to Dismiss filed in **Case 2025-017, HPOA v. City of Henderson** and **Case 2025-018, HPSA v. City of Henderson**; a Motion to Defer and/or Dismiss in **Case 2024-041, HPSA v. City of Henderson**; a Joint Status Report in **Case 2025-001, IAFF Local 731 v. City of Sparks**; a Stipulation to Dismiss **Case 2025-006, RPPA v. City of Reno**, and several other general Board business items.

## 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:

### December 15, 2025 (En Banc) – In Person and by Teams

Case 2025-015 **Clark County v. Clark County Defenders Union, et al.** (ORAL ARGUMENTS ONLY)

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

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

## Home Means Nevada: Just the Facts

In honor of this land Nevadans call home:

- **Statehood:** Nevada became the 36th state on **October 31, 1864**, during the Civil War.
- **Nickname:** “**The Silver State**” (also “**Battle Born State**” because it joined during the Civil War).
- **Capital:** **Carson City**.
- **Largest City:** **Las Vegas** – home to more than 70% of the state's population.
- **State Bird:** Mountain Bluebird.
- **State Flower:** Sagebrush.
- **State Anthem:** Home Means Nevada (Bertha Raffetto, composer, 1932).
- **Geography:** Nevada is the **most mountainous state** in the U.S., with over **300 mountain ranges**.
- **Climate:** It is the **driest state** in the U.S., averaging about 10 inches of rain per year.
- **Economy:** World leader in **gold production** (more than any other U.S. state, and among the top in the world).
- **Land Ownership:** About **85% of Nevada land** is owned by the federal government.
- **Famous Places:** **Lake Tahoe, Lake Mead, Area 51, Great Basin National Park**, and the **Las Vegas Strip**.
- **First Settlement:** **Genoa**, established in 1851 by Mormon pioneers.
- **Unique Law:** Nevada was the first state to legalize **gambling** (1931).
- **Alex, I'll take NEVADA HISTORY for \$1,000:** Orion Clemens was the first, and only, **Secretary of the Nevada Territory** from 1861 to 1864. Who was his younger, more famous brother?
- **AND LAST BUT NOT THE LEAST:** Storey County, Nevada is the location of [The Republic of Molossia](#).



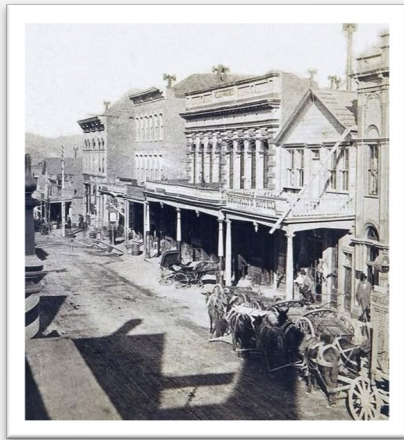
## Did You Know?

Season 1, Episode 9 of the wildly popular television series **BONANZA** was titled “**Mr. Henry Comstock.**” The episode dramatized how the Cartwrights met Henry Tompkins Paige Comstock on the eve of his discovery of what he famously called the “blue stuff.” While the Cartwright family and the Ponderosa were creations of David Dortort’s imagination, Henry Comstock was very real—the man associated with the **Comstock Lode**, the richest silver mine in American history, located on the eastern slope of Mount Davidson in the Virginia Range of Virginia City, Nevada. Although the lode bore his name, Comstock was only one-third of the original claimants. He sold his share early and never reaped the fortune that flowed from the silver beneath his feet.

(Photo: TV Gems)



But long before the **Comstock Lode** lured prospectors and settlers—and long before the European explorers—Nevada of more than 10,000 years ago was already a land alive with stories. The Paiute, Shoshone, and Washoe peoples knew its rhythms and secrets—where water hid in hidden springs and marshes, when to move between valleys, and how to coax life from a landscape that to outsiders seemed barren. To them, the desert was not empty; it was home.



Describing the European settlers (who first arrived in the Utah/Nevada Territory around the 1770s), “**They [white people] came like a lion, yes, like a roaring lion, and have continued so ever since,**” Sarah Winnemucca wrote in the opening lines of her autobiography, the first book published by an American Indian woman. (***Life Among the Paiutes: Their Wrongs and Claims*** (Boston: Cupples, Upham and Co., 1883). Everything changed in 1859, when the glitter of silver transformed the desert into a land of opportunity and chaos. The **Comstock Lode** drew waves of miners armed with picks, shovels, and dreams of fortune, sparking the rise of boomtowns and the first permanent settlement at Mormon Station, now known as Genoa. Virginia City, perched on steep hillsides, became the beating heart of the Nevada frontier—a wild west where the line between justice and revenge often blurred, and fortunes could vanish as quickly as they were made.

(Photo: US History – C Street, Virginia City, Nevada)

By 1864, Nevada’s population still numbered fewer than 40,000, below the 60,000 normally required for statehood. But in a nation torn by the Civil War, silver and loyalty mattered more than numbers. Nevada was rushed into the Union, providing crucial support for President Lincoln and the passage of the 13th Amendment. Thus, the “**Battle Born**” state entered the Union, its character forged by the frontier’s hard lessons: resilience, risk-taking, and a streak of lawless independence.

By the early 1900s, Nevada’s mining boomtowns had quieted, and ranching, agriculture, and railroads shaped life across the sparse, rugged landscape. Women won the right to vote in 1914, reflecting the state’s independent spirit, and the legalization of gambling in 1931 set the stage for Las Vegas and Reno. Though the frontier era was fading, Nevada’s risk-taking and resilient character endured.

Today, Nevada is home to roughly 3.3 million people. In present-day, it is a state defined by contrasts and connections — where the glittering lights of Las Vegas and Reno drive tourism, innovation, and culture, while rural communities sustain traditions of ranching, mining, and close-knit resilience. Nevada has evolved beyond its silver, gaming and hospitality roots to become a hub for renewable energy, advanced manufacturing, and technology. Its character reflects both independence and diversity, shaped by a frontier spirit, a proud multicultural population, and an even deeper pride in the land’s rugged beauty — from high desert basins to alpine lakes.

Nevada is modern and dynamic yet firmly grounded in the heritage that Nevadans call home, where the state’s vast landscapes still call back to the wild west—rugged, untamed, and unmistakably its own.

### 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.