



# Government Employee-Management Relations Board

Nevada Department of Business and Industry

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February 2022

## Members of the Board

- Brent C. Eckersley, Esq., Chair
- Sandra Masters, Vice-Chair
- Gary Cottino, Board Member
- Brett K. Harris, Esq., Board Member
- Michael J. Smith, Board Member

## Staff

- Bruce K. Snyder, Commissioner
- Marisu Romualdez Abellar,  
Board Secretary

## Governor Reappoints Four Board Members

The EMRB received word on February 3<sup>rd</sup> that Governor Sisolak had reappointed four current Board members to another term. The reappoints include Chair Brent C. Eckersley, Esq.; Vice-Chair Sandra Masters; Board Member Gary Cottino; and Board Member Michael J. Smith. Their new terms will all expire on June 30, 2025.

During her new term Vice-Chair Masters will hold the distinction of being the longest serving Board member in the EMRB's history dating back to 1969. This will also be Chair Eckersley's fourth time he has been appointed to serve on the Board. Along with Board Member Brett Harris, Esq., whose term expires July 31, 2023, the appointments continue to meet several conditions required by law, namely: (1) that at least three Board members are to be from Southern Nevada; and (2) that no more than three Board members may be from the same political party. We congratulate everyone on their reappointments and their faithful service to the citizens of the State of Nevada!

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## List of Panels

- Panel A Eckersley, Masters, Harris
- Panel B Masters, Harris, Smith
- Panel C Cottino, Harris, Smith
- Panel D Eckersley, Cottino, Smith
- Panel E Eckersley, Masters, Cottino

Note: The first person listed for each panel is the Presiding Officer.



BRENT C. ECKERSLEY  
Chair



SANDRA MASTERS  
Vice-Chair



GARY COTTINO  
Board Member



MICHAEL J. SMITH  
Board Member

## On the Horizon

The next Board meeting will be March 8-10, 2022. This meeting will be held virtually using WebEx. At that time Panel E will hold a hearing on a petition filed by AFSCME, Local 4041, which seeks to return the Corrections Sergeants back to the corrections bargaining unit from the supervisory bargaining unit. The issue hinges on whether the sergeants are/are not supervisors.

Panel E will also deliberate on a hearing previously held involving IUOE, Local 501 and Esmeralda County. The full Board recently decertified the employee organization as the bargaining agent based on an election recently held. This deliberation will possibly rule on any other outstanding issues in the case.

Panel D will rule a motion to dismiss in Luquisha McCray v. Clark County. Finally, the full Board will conduct a show cause hearing as to why the Town of Amargosa Valley has yet to file its annual report.

## Labor and Employee Organization Info Updated on Website

Now that all the Labor Organizations and Employee Organizations have filed their annual reports with the EMRB, basic information on each is available in a spreadsheet on our website. The link may be found on the lower right-hand side of the home page under the "Directories" category.

The basic information includes the name of each labor and employee organization, the name of the contact person for that entity, the e-mail address reported to us on the form, a list of the bargaining units the organization represents, the name of the employer of the employees, whether a collective bargaining agreement is on file and the date the current collective bargaining agreement expires.

Also, on our website are copies of all the collective bargaining agreements. A link to them may be found under the "Resources" category on the home page.

## Government Information Also Updated on Website

The spreadsheet of the various governments has also been updated. This spreadsheet contains the name of each government, the name of the contact person, the address, a work phone number, e-mail address and website address. For each government, it also lists any labor or employee organizations recognized as well as a list of the various bargaining units represented by each labor or employee organization.

## Move to In-Person Hearings

Recently the Board expressed its desire to again return to in-person hearings. This will start after the March hearing, which for unique reasons, will be done virtually. Hearings will be held in one of the hearing rooms on the fourth floor of the Nevada State Business Center, with some hearings also video-conferenced to Carson City. Board meetings with a hearing will be conducted in such a manner. Board meetings without a hearing, such as a two-hour meeting to only conduct general Board business may still be held virtually.

## Office Closed for Holiday

The office will be closed on Monday, February 21<sup>st</sup> in observance of Presidents' Day. Users may still file documents electronically and any such documents filed will be date-stamped as of that day.

## 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. There is one case scheduled for a hearing:

**February 8-10, 2022, via WebEx**

None.

**March 8-10, 2022, via WebEx**

2021-009, AFSCME, Local 4041 v. State of Nevada et al.

**April 5-7, 2022, In-Person in Las Vegas with video-conferencing to Carson City**

2021-017, Service Employees International Union, Local 1107 v. Clark County

**May 10-12, 2022, In-Person in Las Vegas with video-conferencing to Carson City**

None yet assigned.

**June 14-16, 2022, In-Person in Las Vegas with video-conferencing to Carson City**

None yet assigned.

No other cases are waiting in the queue for a hearing date.

## Commissioner on Speaking Tour

On February 10<sup>th</sup> the Commissioner led a two-hour discussion with Douglas County and two of its police bargaining units on bargaining, including setting ground rules, mandatory subjects of bargaining, management rights and what items are off-limits to bargaining, what can lead to bad faith bargaining, etc. The Commissioner now plans on revising the talk and turning it into a PowerPoint presentation which could then be given to other groups in the future.

On February 17<sup>th</sup> the Commissioner also spoke at a luncheon of the Nevada Public Employers Labor Relations Association. The talk reviewed the purpose and role of the EMRB in public sector collective bargaining as many of the attendees were unfamiliar with our niche agency. The talk also highlighted current topics of interest, such as how COVID may be influencing labor relations.

On March 9<sup>th</sup> the Commissioner will be giving a speech before WAGE – the Working Assembly of Government Employees. WAGE is a multi-state confederation of non-affiliated unions representing public sector employees. The conference will be at the Golden Nugget. The talk will be on how unions can improve their relations with management.

Finally, The Commissioner will be part of a panel for a labor law class at the UNLV School of Law. This will take place March 21<sup>st</sup>. The labor relations class is primarily built on the National Labor Relations Act. This panel will review other labor relations agencies such our ours, along with the National Railway Adjustment Board.

### "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.