

STATE OF NEVADA

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DEPARTMENT OF BUSINESS AND INDUSTRY
GOVERNMENT EMPLOYEE-MANAGEMENT
RELATIONS BOARD

February 19, 2026

**MINUTES OF THE MEETING OF THE GOVERNMENT
EMPLOYEE-MANAGEMENT RELATIONS BOARD**
(Meeting No. 26-02)

A meeting of the Government Employee-Management Relations Board, sitting *en banc*, as well as Panel A, properly noticed and posted pursuant to the Nevada Open Meeting Law, was held on Tuesday, February 17, 2026, at 8:00 a.m., continued Thursday, February 19, 2026, at 12:30 p.m. The meeting was held in the Carl Dodge Conference Room, located in the EMRB office, Suite 490, Nevada State Business Center, 3300 W. Sahara Avenue, Las Vegas, NV 89102. The meeting was also held virtually via TEAMS.

The following Board members were present: 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

Also present: Marisu Romualdez Abellar, Commissioner
Kelly Valadez, Executive Assistant
Cathy Zamora, Administrative Assistant II
Jessica Guerra, Esq., Attorney General's Office

Members of the Public Present: Alex Velto, Esq.
Susan Herron
Nick Crosby, Esq.
Holly Walters, Court Reporter
David Rigdon
Robert Harrison
Sara Schmitz
Mike Bandelin
James Reynolds
Allison Kheel, Esq.
Paul Cotsonis, Esq.
Thomas Crawford
Adam Levine, Esq.

Ron Dreher, Esq.
James Eaton
Jeffrey Allen, Esq.
Mark Dunagan, Esq.
Johnny Alhwayek
Akash Sehdev
Laura Bonesteel
Antonio Zavala
Michael Phillips
Andrew Regenbaum
Christopher Proudfoot
Brenda Pappas
Jessica Rodriguez
David Stoff
Tara Teegarden
Rita McCarth
Brian Reeve, Esq.
Najum Anwar, Esq.

The agenda:

The Board Sitting *En Banc*

1. Opening Items

The meeting of Tuesday, February 17, 2026, was called to order at 8:00 a.m. by Chair Brent Eckersley. On roll call, Chair Eckersley, Vice Chair Michael Urban, and Board Member Jerry Keating were present, constituting a quorum. The Pledge of Allegiance was recited, followed by a moment of silence.

2. Public Comment

No public comment.

Panel A **(Eckersley, Urban, Keating)**

3. Case 2024-015

Susan Herron v. Incline Village General Improvement District

The hearing was called to order by Presiding Officer Brent Eckersley. During the discussion of preliminary matters, Respondent's counsel addressed the Panel regarding the issue of Complainant's claim for compensatory damages. Following brief arguments by the parties, the Panel deliberated in closed session.

Upon reconvening, the Panel recessed the hearing and established a briefing schedule for the parties to submit briefs on the issue of the Board's authority to grant the Complainant's

request for compensatory damages, as follows: March 5, 2026 (Complainant's brief); March 20, 2026 (Respondent's brief); and April 6, 2026 (Complainant's reply).

The Panel will review and deliberate on the briefs during the General Business portion of the agenda on April 29, 2026. The hearing was also tentatively rescheduled for June 1–4, 2026.

The Board Sitting *En Banc*

4. Call to Order the Board *En Banc*

The reconvened meeting of Thursday, February 19, 2026, was called to order at 12:30 p.m. by Chair Brent Eckersley. On roll call, all members were present; therefore, a quorum was established.

5. Approval of the Minutes

Upon motion, the Board approved the minutes for the meeting held January 22, 2026.

**6. Case 2025-017 (consolidated with Case 2025-018)
Henderson Police Officers Association, a Nevada Non-Profit Corporation and Local Government Employee Organization, and its Named and Unnamed Affected Members v. City of Henderson**

Upon motion, the Board granted a hearing in this matter, which was randomly assigned to Panel C. After discussion with counsel and their representatives, the parties agreed to schedule the hearing for June 23–24, 2026.

Following the scheduling of the hearing, Panel Member Keating disclosed prior work for the City of Henderson. The parties were directed to advise whether they had any objections to Mr. Keating serving on the Panel and to submit any comments by February 25, 2026.

7. Case 2025-020

Reno Police Supervisory and Administrative Employees Association v. City of Reno

Upon motion, the Board granted a hearing in this matter case, which was randomly assigned to Panel B. After discussion with counsel and their representatives, the parties agreed to schedule the hearing for June 8-9, 2026.

8. Case 2024-014

Clark County Defenders Union v. Clark County and Related Counterclaim

The Board deliberated on Clark County Defenders Union's Motion to Set for Hearing and Implement the District Court Decision on Judicial Review. Upon motion, the Board scheduled oral arguments for March 31, 2026, limited to one hour. Each party is directed to submit its own redlined version of the Board's prior order by March 23, 2026.

9. Case 2024-019

Clark County Prosecutors Association v. Clark County

The Board deliberated on Respondent's Motion to Dismiss Complainant's Second Amended Complaint. Upon motion, the Board denied the motion.

10. Case 2025-025

Water Reclamation District Employees Association v. Clark County Water Reclamation District and Service Employees International Union, Local #1107

The Board deliberated on the Petition for Withdrawal of SEIU Local 1107 as the Exclusive Bargaining Agent for Supervisory Employees of the Clark County Water Reclamation District, as well as Respondent SEIU's Motion to Stay or, Alternatively, Motion to Consolidate. Vice Chair Michael Urban recused himself from both the deliberation and the decision.

The Board did not reach a decision on the Petition. Upon motion, the Board ordered Complainant WRDEA to submit its membership cards and Respondent CCWRD to submit its employee roster for the bargaining unit, along with a separate list of members having dues deducted, within seven (7) days of the notice of entry of the order.

Upon separate motion, the Motion to Consolidate was granted.

11. Case 2025-028

Nevada Service Employees Union v. Water Reclamation District Employees Association, and Clark County Water Reclamation District

The Board deliberated on the Water Reclamation District Employees Association's Motion to Dismiss SEIU's Prohibited Practices Complaint and Respondent Clark County Water Reclamation District's Motion to Dismiss the Nevada Service Employees Union's Complaint and Request for Attorney's Fees and Expenses. Vice Chair Michael Urban recused himself from deliberation and decision. Upon separate motions, both motions were denied.

12. Case 2025-026 (consolidated with Case 2025-027)

City of Reno v. International Association of Firefighters, Local No. 731

The Commissioner advised the Board that the parties filed a Stipulation and [Proposed] Order for Dismissal Without Prejudice, rendering the International Association of Fire Fighters, Local 731's Motion for an Expedited Hearing moot. Upon motion, the Board approved the Stipulation and [Proposed] Order for Dismissal Without Prejudice as presented.

13. Proposed Changes to Administrative Rules

The Commissioner presented six (6) proposed amendments to NAC 288, addressing counterclaims and crossclaims; prehearing statement deadlines; amendment of pleadings; exhibit submission requirements; panel assignments; and dissenting decisions by a Board Member.

Board Member Snyder presented proposed changes and an additional seventh amendment requiring the filing of joint status reports when a case is stayed by the Board under the limited deferral doctrine.

The Board preliminarily adopted the proposed regulation amendments, including Board Member Snyder's amendment, authorized a regulations workshop on March 19, 2026, at 1:30 p.m., and directed submission of the proposals to the Legislative Counsel Bureau for an official draft after the workshop.

14. Additional Period of Public Comment

No Public Comment.

15. Adjournment

There being no additional business to conduct, Chair Eckersley adjourned the meeting.

Respectfully submitted,



Marisu Romualdez Abellar
EMRB Commissioner