

STATE OF NEVADA

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Director

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MICHAEL A. URBAN, ESQ., Vice Chair
MICHAEL J. SMITH, Board Member
BRUCE K. SNYDER, ESQ., Board Member
JERRY KEATING, Board Member



MARISU ROMUALDEZ ABELLAR
Commissioner

KELLY VALADEZ
Executive Assistant

**DEPARTMENT OF BUSINESS AND INDUSTRY
GOVERNMENT EMPLOYEE-MANAGEMENT
RELATIONS BOARD**

October 16, 2025

**MINUTES OF THE MEETING OF THE GOVERNMENT
EMPLOYEE-MANAGEMENT RELATIONS BOARD**
(Meeting No. 25-13)

A meeting of the Board sitting *en banc* of the Government Employee-Management Relations Board, properly noticed and posted pursuant to the Nevada Open Meeting Law, was held on Thursday, October 16, 2025, at 8:30 a.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 J. Smith, Vice Chair
- Michael A. Urban, Esq., 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:

- Sandra Masters
- William D. Schuller
- Laura Darling
- Alison Kheel, Esq.
- Adam Levine, Esq.

The agenda:

1. Opening Items

The meeting on Thursday, October 16, 2025, was called to order by Chair Eckersley at 8:30 a.m. On roll call, all members were present. Thus, a quorum was present. The pledge of allegiance was recited, followed by a moment of silence.

2. Public Comment

The Commissioner took a moment to recognize Sandra Masters for her 16 years of dedicated service to the Board, expressing appreciation for her many contributions and the lasting legacy she leaves behind. A Certificate of Recognition from the Department of Business & Industry was also read in her honor.

Board Member Snyder expressed his gratitude for Ms. Masters' guidance and support during his tenure as Commissioner. Board Member Keating remarked that he has "big shoes to fill" and will strive to uphold the same high standard that Ms. Masters exemplified.

3. Welcome to Board Members and Oath of Office

The Commissioner welcomed the returning and new Board Members, and administered the ceremonial oath of office to Brent Eckersley, Michael Smith, Michael Urban, and Jerry Keating.

The Board Sitting *En Banc*

4. Approval of the Minutes

Upon motion, the Board approved the minutes for the meeting held September 22-24, 2025.

5. Case 2025-005

Justin Darling v. Las Vegas Valley Water District

The Board reviewed and deliberated on the Joint Status Report but took no action at this time. The parties were advised that the next Joint Status Report is due January 14, 2026, or within ten (10) days following the issuance of the arbitration decision, whichever occurs first.

6. Case 2025-014

Lander County Classroom Teachers Association v. Lander County School District

The Board deliberated on the Respondent's Motion to Dismiss Appeal of Unit Determination. Upon motion, the Board denied the Motion to Dismiss Appeal of Unit Determination.

7. Case 2025-015

Clark County v. Clark County Defenders Union, et al.

Board Member Michael Urban recused himself from deliberation on the Petition for Declaratory Order due to his prior representation of one of the Respondents.

The Commissioner declared the matter to be of statewide significance, allowing the case to be heard before the full Board.

Upon motion, the Board took the following actions: (1) approved allowing oral arguments by the parties pursuant to NAC 288.410; and (2) approved permitting *amicus* briefs to be filed by November 30, 2025, by any local government or employee/labor organization

under the Board's jurisdiction. The time for oral arguments was set at one hour for the Petitioner, including rebuttal, and one hour for the Respondents, to be divided among all Respondents who previously filed responses to the Petition for Declaratory Order. Board Member Urban abstained from voting on the motion.

The Board held further discussion with Allison Kheel, Esq., counsel for Clark County; Adam Levine, Esq., counsel for the Clark County Defenders Union and the Clark County District Attorneys' Investigators Association; and William Schuller, Esq., counsel for the Clark County Law Enforcement Association regarding the date for oral argument. Upon agreement, oral arguments were scheduled for December 15, 2025, at 8:30 a.m.

8. Election of Chair and Vice Chair

Upon motion, the Board elected Brent Eckersley as Chair and Michael Urban as Vice Chair.

9. Setting of Future Board Meeting Date

A proposal was made to schedule the December Board meeting for December 17, 2025, at 8:30 a.m. Upon motion, the Board approved December 17, 2025, as the date for the December meeting.

Later in the meeting, the Chair reopened this item and proposed rescheduling the meeting to December 15, 2025. Upon motion, the Board approved December 15, 2025, at 8:30 a.m. as the date and time for the December meeting.

10. Additional Period of Public Comment

No public comment.

11. Adjournment

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

Respectfully submitted,



Marisu Romualdez Abellar
EMRB Commissioner