

STATE OF NEVADA

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Commissioner

KELLY VALADEZ
Executive Assistant

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

January 22, 2026

**MINUTES OF THE MEETING OF THE GOVERNMENT
EMPLOYEE-MANAGEMENT RELATIONS BOARD**
(Meeting No. 26-01)

A meeting of the Government Employee-Management Relations Board, sitting *en banc*, as well as Panel E, properly noticed and posted pursuant to the Nevada Open Meeting Law, was held on Thursday, January 22, 2026, at 8:30 a.m. The meeting was held in the Nevada Room located on the 4th floor of the 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:

Adam Levine, Esq.
Dylan Lawter, Esq.
Allison Kheel, Esq.
Mark Ricciardi, Esq.
Andrew Regenbaum, Esq.
Anthony Hall, Esq.
Jessica Coberly, Esq.
P. David Westbrook
Tracy Manning
Frank Gibase
Katherine Currie-Diamond
Joshua Kautz
Kristy Holston

Laura Darling
Mary Madden
Michael Goodwin
Nancy Ortiz
Paul Cotsonis, Esq.
Rafael Nones
William D. Schuller, Esq.
Leo Wolpert
Najum Anwar, Esq.
Michelle Alanis, Esq.
Kelly A. Coyle, Esq.
Justin Darling
Chaz Lehman
Mark J. Wickman
Lisa Clark
Sandy Masters

The agenda:

The Board Sitting *En Banc*

The following three (3) items were considered by the full Board.

1. Opening Items

Chair Eckersley called the meeting to order at 8:30 a.m. On roll call, all members were present except Vice Chair Michael Urban, who was excused. A quorum was established. The Pledge of Allegiance was recited, followed by a moment of silence.

2. Public Comment

No public comment.

3. Case 2025-015

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

The hearing on the case was held, which consisted of oral arguments on Clark County's Petition for Declaratory Order. Vice Chair Michael Urban had previously recused himself from this matter.

Board Member Snyder disclosed that, because the City of Las Vegas filed a joinder to CCWRD's amicus brief, he had previously served as general counsel for the Las Vegas City Employees Association. He noted that this work occurred approximately 13 years ago and stated that it would not affect his ability to rule impartially.

Board Member Keating disclosed his prior employment with Clark County from 1986 to 2005 and stated that this prior employment would not affect his ability to rule impartially in this matter.

At the conclusion of the hearing, the Board deliberated on the case. Upon motion, and based on the pleadings and oral arguments presented during the hearing, the Board determined that:

First, “pay parity” is defined as referencing in the collective agreement or at the bargaining table a contract that is being negotiated where the contract makes direct references from another bargaining agreement from the same employer. These are informally called “Me Too” clauses.

Second, the Board affirmed Item 131, that “Me Too” clauses are not prohibited in contracts. (Item 6 in Order Item 131). This is also applicable to the State and its labor organizations.

Third, since it is not prohibited, the question is whether “Me Too” clauses are mandatory or permissive. The Board has decided not to reach a conclusion on whether such clauses are mandatory or permissive.

Fourth, as the Board has decided not to reach a conclusion about whether such clauses are mandatory or permissive, the Board turns its concern more to the rights of labor organizations who are referenced or potentially being referenced in the CBA. “Me Too” clauses can be bargained, but parties at the table must give notice to those organizations, whose clauses may be used at the bargaining table, that they must also have rights and that they be afforded due process, which includes being given notice about the inclusion or possible inclusion of their contract clauses and an opportunity to be heard at the table and any impasse proceedings. This includes any fact-finding or interest arbitration proceedings.

Fifth, nothing herein would preclude any third-party employee organization or labor organization from seeking and filing an unfair labor practice claim for interference under NRS Chapter 288.

4. Call to Order to Resume Meeting

After a recess, the meeting was reconvened and called to order by Chair Eckersley at 12:30 p.m. Chair Eckersley noted that Vice Chair Michael Urban was present.

5. Approval of the Minutes

Upon motion, the Board approved the minutes for the meeting held December 15, 2025.

Panel E

(Eckersley, Snyder, Smith)

The following item was considered by Panel E:

6. Case 2025-013

Hector Villa v. Henderson Police Officers Association

After discussion with the parties regarding scheduling, and upon motion, the Board meeting

previously scheduled for April 22–24, 2026, was vacated and rescheduled to April 27–30, 2026. Panel E will hear Case 2025-013 on April 27–29, 2026, with April 30, 2026, reserved for general Board business.

The Board Sitting *En Banc*

The following twelve (12) items were considered by the full Board.

7. **Case 2024-039**
Nye County Support Staff Organization v. Nye County School District
The Board deliberated on the Stipulation of Dismissal. Upon motion, the Board approved the Stipulation of Dismissal as presented.
8. **Case 2025-005**
Justin Darling v. Las Vegas Valley Water District
The Board deliberated on the Respondent's Notice of Arbitration Award and Complainant's Status Report. Upon motion, the Board lifted the stay in this matter and directed Respondent Las Vegas Valley Water District to file a motion to defer within thirty (30) days of the notice of entry of the order lifting the stay.
9. **Case 2025-011**
Las Vegas Police Officers Association v. City of Las Vegas
Board Member Snyder disclosed his prior work as general counsel for the Las Vegas City Employees Association.

The Board deliberated on the Joint Status Report. Counsel for the City of Las Vegas reported that arbitration occurred on January 8, 2026, and that post-arbitration briefs remain pending. Upon motion, the Board continued the matter and ordered the filing of another status report within ninety (90) days or within seven (7) days of the arbitrator's decision, whichever occurs first.
10. **Case 2025-027**
International Association of Fire Fighters, Local 731 v. City of Reno
The Board deliberated on the Stipulation to Consolidate with Case No. 2025-026. Upon motion, the Board accepted the stipulation as presented. The Board further directed that prehearing statements be filed within twenty-one (21) days of the notice of entry of the order on the Stipulation to Consolidate.
11. **Case 2025-001**
International Association of Firefighters, Local 731 v. City of Sparks
The Board deliberated on the City of Sparks' Motion to Defer and Renewed Motion to Dismiss. Upon motion, the Board granted the City of Sparks' Motion to Defer and Renewed Motion to Dismiss.

12. Case 2025-019

Henderson Police Supervisors Association, a Nevada Non-Profit Corporation and Local Government Employee Organization, and its Named and Unnamed Affected Members v. City of Henderson

The Board deliberated on the following motions: (1) Respondent City of Henderson's Motion to Waive the Limitation on Attorney Appearance; and (2) Respondent City of Henderson's Motion to Dismiss. Upon motion, the Board granted the Motion to Waive the Limitation on Attorney Appearance and allowed the appearance and association of attorney Kelly Coyle.

Upon separate motion, the Board denied the Motion to Dismiss and stayed the case under the limited deferral doctrine. The Board directed the parties to file a joint status report within ninety (90) days of the notice of entry of order on the Motion to Dismiss.

13. Case 2025-021

Washoe County Alternative Sentencing Officers Association v. Washoe County

The Board deliberated on Washoe County's Motion to Dismiss but did not reach a decision. The matter was tabled until the March 31, 2026, Board meeting to allow the Washoe County Alternative Sentencing Officers Association fourteen (14) days to file a more substantive response to Washoe County's Supplemental Motion, followed by fourteen (14) days for Washoe County to file a reply. The Board further directed that no additional pleadings would be accepted. Oral argument on Washoe County's Motion to Dismiss and Supplemental Motion will be permitted if requested by the parties no later than March 22, 2026.

14. Case 2025-023

Lisa Clark v. Pershing County Classroom Teachers' Association (PCCTA) and Nevada State Education Association (NSEA)

The Board deliberated on Respondents' Motion to Dismiss Complaint. Upon motion, the Board granted the Motion to Dismiss.

15. Case 2025-022

Reno Police Protective Association v. City of Reno

The Board deliberated on Complainant Reno Police Protective Association's Petition for Declaratory Order. Upon motion, the Board denied the Petition for Declaratory Order but will permit the parties to file a complaint.

16. Sunset Committee

The Commissioner presented a revised version of the Sunset Committee Response Form, highlighting several changes from the prior version. Board Member Snyder suggested a response to Question 28 proposing a one-time statutory amendment. Under the proposal, in 2029, when four Board member terms expire, the Governor would appoint or reappoint those members to staggered initial terms of one, two, three, and four years. Thereafter, all appointments would revert to the standard four-year term. This approach would ensure that no more than one or two Board member terms expire in any given year, thereby

preventing or limiting the loss of institutional knowledge. The Board agreed to adopt this proposal for inclusion in the form.

17. Additional Period of Public Comment

No Public Comment.

18. Adjournment

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

Respectfully submitted,

Marisu Romualdez Abellar
EMRB Commissioner

DRAFT MINUTES TO BE APPROVED