



## Government Employee- Management Relations Board

Nevada Department of Business and Industry

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*"Where liberty dwells, there is my country."*

### 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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## Home of the Free Because of the Brave

Memorial Day is a solemn tradition dedicated to honoring the men and women of the United States military who gave their lives in the line of duty. Originally known as Decoration Day, it was first observed on May 30, 1868. As additional states adopted May 30 as a day of remembrance for our fallen service members, Congress later passed the [Uniform Monday Holiday Act of 1968](#), which became effective in 1971. The Act designated Memorial Day as a national holiday and moved its observance from the traditional May 30 date to the last Monday in May.

**This year, Memorial Day will be observed on Monday, May 25, 2026, and the office will be closed in recognition of the holiday.**



**We honor and remember our fallen military service members — our fathers, mothers, brothers, sisters, children, friends, coworkers, neighbors, and strangers — heroes all.**

## Celebrating Labor History Month: The Power of Collective Bargaining

Each May, Labor History Month gives us the opportunity to reflect on the generations of workers whose courage, solidarity, and persistence improved workplaces across the country. From safer working conditions to the eight-hour workday, many of the rights we rely on today grew out of workers standing together to demand fairness and dignity on the job.

At the center of these achievements is **collective bargaining**—the process that allows workers, through their unions, to negotiate as a group with their employers. Collective bargaining ensures that working people have a meaningful voice in shaping their wages, benefits, schedules, and working conditions. It transforms individual concerns into shared priorities and gives workers a formal, protected avenue to advocate for what they need to thrive.

Throughout history, collective bargaining has helped secure key protections that many now take for granted:

- Fair and transparent wage structures
- Employer-paid benefits like healthcare and pensions
- Safety standards that reduce workplace injuries
- Provisions for training and career advancement
- Enforceable dispute-resolution processes

These gains didn't happen overnight. They were won by ordinary people who recognized the extraordinary power of standing together. Labor History Month reminds us that this work continues. As industries evolve and new challenges emerge, collective bargaining remains one of the most effective tools workers have to ensure that workplaces are safe, equitable, and respectful.

This month, we honor the movements and milestones that shaped our labor landscape—and we reaffirm the importance of empowering workers' voices today. The story of labor history is still being written, and collective action continues to drive meaningful progress for working people everywhere.

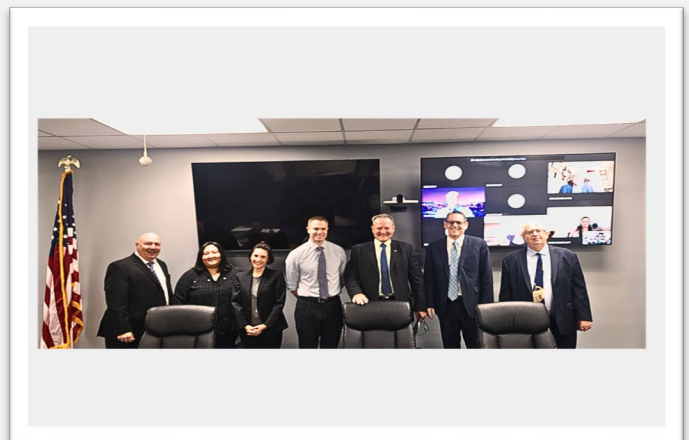
## Reaffirmation of the Attorney Oath



During the April 29, 2026, Board meeting, the EMRB proudly participated in the Nevada State Bar's 2026 Law Day, which highlighted this year's theme: *"The Rule of Law and the American Dream."*

To commemorate the occasion, the three attorneys who serve on the Board—Chair Brent Eckersley, Vice-Chair Michael Urban, and Board Member Bruce Snyder—and our Deputy Attorney General Ashley Kim, were invited to reaffirm their attorney's oath. All attorneys attending the meeting, whether in person or online, were also welcomed to take part in this meaningful tradition, marking a thoughtful and celebratory moment underscoring the legal community's shared commitment to upholding the rule of law.

**We extend our sincere thanks** to everyone who joined us in celebrating Law Day 2026 and participated in the reaffirmation of the attorney's oath. Your engagement made the occasion especially meaningful. The EMRB remains committed to supporting Nevada's labor-relations community and upholding the principles that strengthen our legal system. We look forward to continuing our work together and sharing more updates in the months ahead.



## Board Sets Annual Assessment Rates

The Board, on May 19, 2026, established the annual assessment rates for Fiscal Year 2027. Based on the agency's legislatively approved FY 2027 budget, the Board set the assessment rate for both Local Governments and the State Government at **\$5.75 per employee**. Invoices will be mailed and/or emailed on **June 19, 2026**.

At this rate, the agency is projected to maintain reserve levels at approximately **143 days** for both Local Government and State Government accounts in FY 2027. Maintaining reserves at this level provides a buffer for unexpected costs, such as representation elections.

We appreciate the continued support of all stakeholders. Please do not hesitate to contact me with any questions or comments.

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

### **This Month's Highlight: ABC's of Prosecuting a Claim**



Last month, we provided a general overview of the Practice Guides section of the EMRB website. This month we're featuring a resource under Practice Guides: "**The ABC's of Prosecuting a Claim.**"

This easy-to-follow guide walks readers through the basics of the EMRB, including what types of claims fall under the Board's jurisdiction — and which ones don't. For issues outside our authority, the guide also provides helpful links to the appropriate Nevada or Federal agencies that may assist.

You'll also find clear explanations of prohibited practices for both local governments and the State of Nevada Executive Department (and their CBA-covered employees). Finally, the guide outlines the full journey of a complaint: from the initial filing, to the hearing phase, and all the way through appeal.

It's a great starting point for anyone wanting to better understand how the claim process works.

**We appreciate the support of our employee organizations and local governments in sharing their comments and feedback.**

If you have any questions or comments regarding the Practice Guides, please feel free to email me at [mabellar@emrb.nv.gov](mailto:mabellar@emrb.nv.gov) or call me at (702) 486-6157. We are always happy to help.

👉 **To explore our other Practice Guides and learn more about the EMRB, please visit <https://emrb.nv.gov>.**

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 Board meeting on May 19-20, 2026 (26-06). If you missed it, the agenda can be found [here](#).

### **COMING UP—BOARD MEETING: JUNE 3-4, 2026 (26-07)**

**Panel A** will meet on **June 3-4, 2026 (26-07)**, which will only consist of a hearing to be conducted in **Case 2024-015, Susan Herron v. Incline Village General Improvement District**. The hearing will be held in the Division of Insurance Hearing Room, 1818 College Parkway, Carson City. Some Panel members will be in the Carl Dodge Conference Room or online by Teams.

Ms. Herron, Director of Administrative Services for the Incline Village General Improvement District (IVGID), alleges that IVGID engaged in politically motivated discrimination and retaliation in violation of NRS 288.270(1)(f). She contends that after providing notarial services to individuals involved in the 2023 recall efforts against two IVGID Trustees, she was subjected to a prolonged administrative leave and investigation without notice of specific allegations. Although the investigation did not result in findings of misconduct, Ms. Herron asserts that IVGID's continued actions intended to pressure her into resignation or retirement, thereby creating a hostile work environment.

IVGID denies the allegations, asserting that Ms. Herron did not suffer an adverse employment action and that her placement on paid administrative leave was part of a legitimate internal investigation regarding potential misuse of the District's email system. IVGID maintains that its actions were non-discriminatory, unrelated to political activity, and consistent with established policies and good governance.

### **NEXT BOARD MEETING: JUNE 9, 2026 (26-08)**

Following the June 3-4, 2026, meeting, the next Board meeting will be on June 9, 2026 (26-08).

## **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 are currently no cases in the queue.

### **The following cases are scheduled for a hearing:**

#### **August 5-6, 2026 (Panel A) – NEVADA ROOM and By Teams**

Case 2024-019 **Clark County Defenders Union v. Clark County**

#### **December 9-11, 2026 (Panel E) – TAHOE ROOM and by Teams**

Case 2025-013 **Villa v. Henderson Police Officers Association**

## **Did You Know?**

### **Standing in the Gap: Public Sector Workers in Nevada**

**Labor History Month is not just about looking back—it's about recognizing the ongoing role of workers who stand in the gap today. In Nevada, public sector employees remain a vital part of that story, carrying forward a legacy of service, responsibility, and advocacy.**

**Public sector labor in Nevada has a relatively young but impactful history.** It wasn't until 1969 that Nevada granted collective bargaining rights to public employees, marking a turning point for teachers, firefighters, police officers, and other government workers. These rights enabled workers to negotiate for fair wages, safer working conditions, and stronger benefits—protections that directly affect the quality of public services residents receive every day.

**Labor History Month** is a time to reflect on the people who have stepped forward—often in difficult moments—to improve conditions not just for themselves, but for others. At its core, it's about those who chose to “stand in the gap.”

That same spirit is alive today in the work of public sector employees across Nevada.

Teachers, first responders, public health workers, and countless others stand in the gap every day—serving their communities, often under pressure, and ensuring that essential services remain strong and reliable.

The history of labor is built on these kinds of actions. Progress in workplace safety, fair wages, and reasonable hours didn't happen on its own—it came from workers who spoke up, organized, and advocated for something better. Many of those efforts carried real risk, but they created lasting protections that benefit entire communities.

Public sector workers continue that tradition. Whether responding to emergencies, supporting students, or maintaining critical infrastructure, they take on roles that directly impact the well-being of others. In doing so, they reflect the same commitment that has defined labor movements throughout history.



#### **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.