



Government Employee- Management Relations Board

Nevada Department of Business and Industry

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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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Running it Back

Because sometimes the sequel *really* is better than the original, we're delighted to announce that Bruce K. Snyder is—yes—running it back with us once again to serve as Board Member.

After hanging up his EMRB Commissioner hat in February 2025, Bruce returned to public service as a Board Member on May 1, 2025, to complete the remainder of the term vacated by former Board Member Tammara Williams, marking the start of his official comeback tour. That term expired on June 30, 2026. Bruce has been reappointed by Governor Lombardo for a full term from July 1, 2026, through June 30, 2030.

With deep experience in labor and union law—plus years as both a union attorney and EMRB Commissioner—Bruce brings steady expertise, historical knowledge, and the kind of professional *déjà vu* we're more than happy to have.

Welcome back (again), Bruce. Some classics are worth repeating.

And While We're Running It Back...

As the saying goes, "Teamwork divides the task and multiplies the success"—and our Board continues to prove it. So, in the spirit of celebrating the whole crew, here's a fresh look at the Board members who keep things moving, collaborating—and occasionally performing scheduling acrobatics worthy of an award—but ultimately continue to guide the agency's mission of promoting positive labor-management relations across Nevada's public sector.

Chair Brent Eckersley, Esq. (Board member since 2013)

Vice Chair Michael Urban, Esq. (Board Member since 2023)

Michael Smith (Board Member since 2021)

Bruce Snyder, Esq. (Board Member since May 2025)

Jerry Keating (Board Member since October 2025)

Chair Brent Eckersley, Esq. currently is our longest-serving Member, having been first appointed in 2013. Mr. Eckersley is admitted to practice law both in California and Nevada and professionally is in-house counsel for the Yamagata Enterprises Family Office, LLC.

Vice Chair Michael Urban, Esq. is a member of the State Bar Associations of Washington, Nevada, California and Oregon. Mr. Urban's professional focus is on labor law, employee benefits, real estate, and business representation, handling both transactional and litigation matters.

Board Member Michael Smith brings 33 years of distinguished service in K–12 education, where he served both as a teacher and administrator in the states of Mississippi and Tennessee, served as president on the Shelby County Education Association and on the board of the Tennessee Education Association.

Board Member Bruce Snyder, Esq. served as Commissioner of the EMRB from 2013 until his retirement in 2025. He held both a BS in Political Science and Urban Management and an MBA with an emphasis in Public Administration before graduating from John Marshall Law School. In 2001, he became General Counsel for a major employee organization in Las Vegas before joining the EMRB in 2013.

Board Member Jerry Keating. With over 30 years of leadership in Nevada's public sector, Mr. Keating has led agencies through labor negotiations, organizational change, and workforce development. His experience spans executive and consulting roles with Clark County, the Regional Transportation Commission of Southern Nevada, and the Las Vegas Valley Water District.

With this Board makeup, each member brings a wealth of experience in public-sector labor relations. The EMRB is fortunate to benefit from their collective knowledge, insight, and dedication in guiding the Board's work on behalf of Nevada's public sector. I want to extend my sincere appreciation to our Board members for their continued service and commitment, and I look forward to the important work ahead as we continue supporting Nevada's public employers, employees, and labor organizations.

Thank You – And Just a Few to Go!

First, a heartfelt thank-you to the local governments that have already submitted their annual assessments—we truly appreciate your promptness and support!

FY 2027 payments were due July 31, 2026. As of the date of publication, 11 local governments still have outstanding payments. We are confident those will be taken care of soon, and we are always glad to work together with the local governments to make the process as smooth and timely as possible. These assessments play an important role in supporting the Board's work, and we are grateful for everyone's continued partnership.



Adoption Hearing of Regulation, LCB File No. R135-26

Following the August 11, 2026, workshop on LCB File No. R135-26, the Board will hold a hearing on September 22, 2026, at 10:00 a.m. to consider possible adoption of the proposed amendments to Chapter 288 of the Nevada Administrative Code. These proposed revisions reflect feedback received during the three workshops concerning filing procedures, as well as insights from an internal review of the Board's existing processes and regulations, with the goal of improving clarity, consistency, and efficiency.

Stakeholders are encouraged to attend the hearing and provide any additional comments or input they believe may assist the Board in its deliberations. Written comments may be sent by September 21, 2026. Please see the **"ON THE HORIZON"** section below for more information.

The Notice of Hearing, along with a copy of the proposed changes, were emailed to our mailing list on August 19, 2026, and are also available on the [EMRB website](#) and the [Nevada Legislature's website](#).

LOOKING TO THE FUTURE – EXECUTIVE ORDER 2026-003

As we continue forward with LCB File No. R135-26, we're also launching a fresh review of NAC Chapter 288 to enhance clarity, improve efficiency, and better serve our stakeholders following Governor Joe Lombardo's [Executive Order 2026-003](#) issued August 17, 2026.

We will be inviting public employers and labor representatives to actively participate in this important initiative. A stakeholder meeting will be held sometime before October 29, 2026, giving you a valuable opportunity to help guide future updates to our regulations.

Your comments and recommendations shared during this meeting will be compiled into a formal report and submitted to Governor Lombardo.

Stay tuned—more details are coming soon!

Your Voice Matters

We appreciate your participation and greatly value the input of our stakeholders as we commit to making this process truly collaborative. Your feedback is important to us and will help shape these proposed changes, and we thank you for your continued engagement.

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

Decisions & Orders

Decisions & Orders

Electronic Digest of Decisions

This Month's Highlight: Decisions & Orders

The very first hearing conducted by the Board took place over two days, on January 31 and February 1, 1970, in *Laborers' International Union of North America, Local No. 169 (on behalf of Reginald D. J. Becker) v. Washoe Medical Center*, Item No. 1. Since that time, the Board has issued 914 decisions, all of which are available on our website. The orders are also available on the Nevada Law Library database.

The **Decisions & Orders** section also includes an accompanying summary of decisions, known as the [Electronic Digest of Decisions](#). This digest is a practical research tool that serves as a simple, searchable index and provides general information regarding the issues presented to the Board and the outcome of each decision. These summaries are intended solely as a reference guide and should not be relied upon as legal authority or citation.

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

 **To explore our Decisions & Orders, 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 held two meetings on August 4 and August 7, 2026. In case you missed them, a copy of the agendas can be found [here](#).

We welcome the public to our meetings, in person or online, even if you are not attending for a particular matter.

NEXT BOARD MEETINGS:

SEPTEMBER 22-24, 2026 (26-13)

The next Board meeting is scheduled for **September 22-24, 2026, at 8:30 a.m.**, to be held in the Carl Dodge Conference Room located at 3300 W. Sahara Avenue, Suite 490; on September 23-24, 2026, in the Red Rock Conference Room located on the fourth floor of 3300 W. Sahara Avenue; and will also be held by Teams. A copy of the agenda will be sent out on September 16, 2026, and posted on our website at <https://emrb.nv.gov> along with the agenda materials by September 16. The agenda and materials can also be requested by calling our office at (702) 486-4505 or emailing us at emrb@emrb.nv.gov.

On **September 23-24, 2026, Panel D** will hear **Case 2026-006 IAFF Local 1908 v. Clark County**. Complainant Local 1908 has alleged that the County has refused to bargain over Fire Captain assignments to Special Events—an area the union says directly affects employee safety. Fire Captains work 24-hour shifts that rely on built-in stand-down time for rest so they can respond effectively to emergencies. Special Event assignments reduce this rest time and require Captains to establish command during major incidents, yet the only training provided is a venue walkthrough. The County disputes that venue walkthroughs are the only training provided and denies any claim that current practices create safety issues requiring mandatory bargaining. While acknowledging that proper rest contributes to alertness, the County rejects the union's characterization of historic schedules and denies that Special Event assignments improperly interfere with required rest periods. Overall, the County maintains that no safety-related impacts exist that would trigger a bargaining obligation.

Local 1908 argues that Clark County's practices for assigning and training Fire Captains for Special Events significantly relate to Fire Captain safety, making them mandatory subjects of bargaining under NRS 288.150(2)(r). Both sides dispute whether the County's Special Event assignment and training practices affect Fire Captain safety enough to require bargaining. The union points to rising fatigue and inadequate training; the County responds that the union hasn't properly identified impacts and that the CBA already covers these issues.

SEPTEMBER 22, 2026 (26-14)

Following General Business on September 22, 2026, the Board will hold a Public Hearing to Act Upon Regulation LCB File No. R135-26.

SEPTEMBER 29-30, 2026 (26-15)

On **September 29-30, 2026, Panel A** will hear **Case 2024-019 Clark County Prosecutors Association v. Clark County**. The Clark County Prosecutors Association ("CCPA") has alleged that Clark County failed to bargain in good faith, attempted to interfere with the administration of the CCPA, and interference with the rights of an employee to engage in protected activity under the EMRA. They further alleged that the County's overall approach—across multiple bargaining cycles—amounted to delaying negotiations, limiting meaningful progress, and creating pressure on the union during key timelines. CCPA says certain proposals and scheduling decisions made it harder for employees to exercise their rights under state law and ultimately slowed or complicated the negotiation process. Clark County's position is that it followed all required negotiation steps, complied with the state's impasse procedures, and made proposals that were lawful and consistent with prior EMRB guidance. The County says it participated in bargaining in good faith, even when the parties disagreed on wages, contract timelines, or proposed changes to benefits.

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.

The following case is currently in the queue:

Case 2026-008 **Nye County Support Staff Organization v. Nye County School District**

The following cases are scheduled for a hearing:

September 23-24, 2026 (Panel D) – IN PERSON (RED ROCK ROOM) and by Teams
Case 2026-006 IAFF Local 1908 v. Clark County

September 29-30, 2026 (Panel A) – IN PERSON (NEVADA ROOM) and by Teams
Case 2024-019 Clark County Prosecutors Association v. Clark County

November 19-20, 2026 (Panel B) – IN PERSON (RED ROCK ROOM) and by Teams
Case 2026-003 Juvenile Justice Supervisors Association v. Clark County

December 9-11, 2026 (Panel E) – IN PERSON (NEVADA ROOM) and by Teams
Case 2025-013 Hector Villa v. Henderson Police Officers Association

Recent Decisions

Please note that summaries of recent decisions are provided for informational purposes only and are not intended to substitute for the opinions of the Board. These summaries should not be cited to or regarded as legal authority. The EMRB will provide copies of the decisions upon request, or they may also be found on our [website](#) by clicking on the item number below.

Item No. 914: Case 2025-025, Water Reclamation District Employees Association On August 4, 2026, the Government Employee-Management Relations Board certified the results of the recent bargaining unit election for Supervisory Employees of the Clark County Water Reclamation District. The election, conducted through both mail-in and in-person ballots, resulted in the **Water Reclamation District Employees Association** winning a majority of the bargaining unit votes cast over **SEIU Local 1107**.

Without Labor Nothing Prospers

More than being just a three-day weekend or the day that marks the end of summer, Labor Day in the United States, celebrated on the first Monday in September, honors the social and economic achievements of American workers and the labor movement. It originated during the late 19th century amid the Industrial Revolution when labor unions fought for better working conditions, fair wages, and shorter hours. The first Labor Day parade was held in New York City on September 5, 1882, organized by the Central Labor Union. Following the [1894 Pullman Strike](#), which heightened public awareness of labor struggles, President Grover Cleveland signed legislation officially establishing Labor Day as a federal holiday.

We pay tribute to all the public sector workers that tirelessly make the Silver State a community for the people who live in and visit Nevada, with our sincere thanks.

This year Labor Day is on September 7, 2026, and the office will be closed.



"No work is insignificant.

All labor that uplifts humanity has dignity and importance and should be undertaken with painstaking excellence"

– Martin Luther King, Jr.

Did You Know? Running It Back

August lands us squarely in the thick of baseball season—where every game feels decisive, every scoreboard matters, and rumors of a possible lockout drift around like a pitcher debating whether to shake off the catcher's signs or invoke an ABS challenge. But if baseball does wind up in a labor shutdown before the 2027 season, Nevada can tip its cap and say, "We've already run that play."

For the Government Employee-Management Relations Board, a standoff in labor terms usually results in a strike, and Nevada has seen its share of labor strikes. With the start of the new school year, we look back on one of the most consequential Nevada public sector strikes, the **1969 teachers strike**.

LV TEACHERS WALK OUT

Long before any MLB standoff or league-wide players' strike, Las Vegas teachers staged their landmark 1969 strike, shutting down schools and pushing long-overdue discussions about wages, staffing, and working conditions right into the center of the field. No stadium lights, no dugout, just educators stepping up to bat when the stakes were high.

Clark County teachers staged a two-day strike that occurred on April 17-18, 1969, that began with a walkout at Jim Bridger Junior High School on North Bruce St. and included a march on the Strip. Their goal was to move the teacher base salary from \$6,000 to \$8,000. (Legislators eventually passed legislation to make the new base \$6,800.) It was this event that led to the passage of the Employee-Management Relations Act on April 24, 1969.

"Trading off labor rights for labor peace" was the impetus behind the EMRA and why NRS 288 prohibits strikes by public employees. Nevada is one of 39 other states that prohibit public sector strikes.

During the 2025 legislative session, Governor Lombardo signed [SB161](#) which amends NRS 288 to clarify what constitutes a strike of a teacher organization and the penalties that a school district is allowed to enforce, such as to fine the teacher organization for coordinated labor actions and not the individual teachers.

Labor strikes have long played a vital role in drawing attention to labor issues and demonstrating worker solidarity in the pursuit of fairness, respect, and equality. Labor Day itself emerged directly from the [Pullman Strike](#)—a pivotal event that, despite its tragic toll in lives and property, led Congress to establish the holiday in June 1894. **It is fitting, then, that we honor American workers on Labor Day, recognizing them as the foundation of our nation's strength and freedom.**



UNEXPECTED HOLIDAY — Students at Jim Bridger Junior High School headed for home at 10:30 Thursday morning when their teachers walked out of the classrooms. Classes at the school were dismissed for the day when the teachers caucused earlier in the morning, voted to walk-out, and then held a second meeting to discuss the matter further.

And as any good baseball fan knows, teamwork is what wins games. As one quote puts it, "Individual glory is great—but championships are built on teamwork." The Board's history, from educators to public employees, proves that same truth: progress happens when everyone works together, supports one another, and isn't afraid to take a swing when the count gets tough.

So, here's our call to action: let's keep running it back—showing up, collaborating, and staying in the game.

Whether it's baseball, bargaining, or Board business, Nevada knows how to play as a team.

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.