



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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Vine and Fig Tree

The annual reading of [GEORGE WASHINGTON'S FAREWELL ADDRESS](#), first established by the U.S. Senate in 1862 to honor Washington on his birthday, reflects enduring principles of public service—integrity, unity, and commitment to the common good, values that continue to guide public servants and the labor community.

Presidents' Day began in 1885 as a federal holiday honoring **George Washington's birthday** on February 22. Over time, it evolved into a broader observance recognizing the leadership and legacy of U.S. presidents. Today, Presidents' Day serves as an opportunity to reflect on the role presidential leadership has played in shaping the nation and strengthening public service, advancing workers' rights and labor protections. Presidents such as Abraham Lincoln, Theodore Roosevelt, and Franklin D. Roosevelt helped shape policies that strengthened organized labor and improved working conditions, leaving a lasting impact on public service and the workforce. Washington's vision of a nation where every person could sit "under their own vine and fig tree," enjoying peace, security, and the fruits of their labor, continues to remind us that strong public institutions and dedicated public service are essential to preserving stability, fairness, and opportunity for all.

The office will be closed on February 16, 2026, in observance of Presidents' Day.

Are You Smarter Than a Champion? (Presidents' Day)

(Answer Key on page 3)

- A. **Final Jeopardy (Dec 18, 2025):** "His mother Eliza was the first mother to attend her son's inauguration and survived him by about six years, while his wife survived him by 36 years."
- B. **Final Jeopardy (Jan 1, 2025):** "According to his son Fred, this individual first attempted smoking simply because it was prohibited at West Point."
- C. **Triple Stumper (Dec 16, 2024):** "An 1806 duel involving this future president resulted in the death of Charles Dickinson."

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 910 decisions, all of which are available on our website. The orders are also available on the Nevada Law Library database.

This 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 had a meeting on January 22, 2026. In case you missed it, a copy of the agenda 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.

FEBRUARY 17-19, 2026 (26-02)

The next Board meeting is scheduled for **February 17-19, 2026, at 8:00 a.m.** to be held in the Dodge Conference Room located at 3300 W. Sahara Avenue, Suite 490 and will also be held by Teams. A copy of the agenda will be sent out on February 10, 2026. A copy can also be requested by calling our office at (702) 486-4505 or emailing us at emrb@emrb.nv.gov. The agenda and materials will also be available on our website on February 10, 2026.

Beginning February 17, **Panel A** will hear **Case 2024-015, Susan Herron v. Incline Village General Improvement District**. 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.

The Board's general business agenda will be scheduled for February 19, 2026.

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:

March 30, 2026 (Panel D) – DODGE ROOM and By Teams

Case 2025-014 **Lander County Classroom Teachers Association v. Lander County School District**

April 27-29, 2026 (Panel E) – NEVADA ROOM and by Teams

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

May 19, 2026 (Panel B) – TAHOE ROOM and By Teams

Case 2024-041 **HPSA v. City of Henderson**

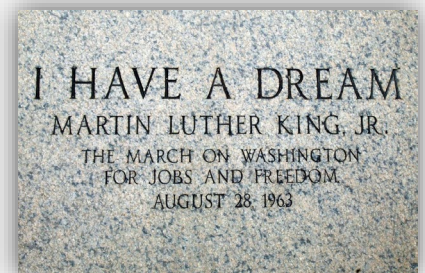
Did You Know?

“Life’s most persistent and urgent question is: What are you doing for others?”

“Strength to Love,” 1963, Martin Luther King, Jr.

On January 19, 2026, Martin Luther King Jr. Day, we honored Dr. King's legacy of justice, dignity, and service.

Dr. Martin Luther King Jr.'s legacy is deeply and inseparably connected to the labor movement. His work consistently affirmed that **economic justice, workers' rights, and civil rights are one and the same**. He believed that dignity in work was fundamental to human dignity and spoke forcefully about the moral obligation to ensure fair wages, safe working conditions, and the right of workers to organize. In his words, **“All labor that uplifts humanity has dignity and importance and should be undertaken with painstaking excellence.”**



One of the most powerful examples of this connection came during the [1968 Memphis Sanitation Workers' Strike](#), where Dr. King, a day before he was assassinated, stood in solidarity with Memphis sanitation workers. Referencing his own mortality, he stated, **“I’m not concerned about that now ... I’ve seen the Promised Land. I may not get there with you. But I want you to know tonight that we, as a people, will get to the Promised Land,”** echoing Washington's vision of each person sitting “under their own vine and fig tree.” His support underscored his belief that government employers, no less than private ones, had a responsibility to treat workers fairly and humanely.

Dr. King also emphasized that peaceful, lawful processes were essential to achieving justice—an approach that resonates strongly in public sector labor relations. He championed dialogue, nonviolence, and institutional solutions as the means to resolve conflict, principles that continue to guide modern labor-management frameworks.

As we reflect on Dr. King's legacy, his message remains clear and enduring: **a just society cannot exist without respect for the people whose labor sustains it** and challenges us to continue strengthening systems that promote fairness, dignity, and mutual respect and peaceful resolution in the workplace, especially in public service. These are the beliefs that should continue to guide public service and the work of those who serve Nevada's communities every day, and we extend our sincere appreciation to Nevada's public employees for their commitment to these enduring values.

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.

JEOPARDY!® Answers: [A. James A. Garfield](#); [B. Ulysses S. Grant](#); [C. Andrew Jackson](#)