



Government Employee- Management Relations Board

Nevada Department of Business and Industry

IN THIS ISSUE

[With Grateful Hearts](#)

[Passing the Torch: A New Chapter](#)

[Annual Reports Due December 1, 2025](#)

[EMRB Online: Hidden Gems](#)

[On the Horizon](#)

[In the Queue](#)

[Recent Decisions](#)

[Did You Know?](#)

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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With Grateful Hearts

Veterans Day, observed on November 11, was first celebrated as Armistice Day in 1919 to mark the anniversary of the end of World War I on November 11, 1918. Following World War II and the Korean War, President Eisenhower signed legislation in 1954 renaming Armistice Day to Veterans Day, broadening the observance to honor all American veterans.

Today, Veterans Day is dedicated to honoring all who have served in the U.S. Armed Forces, both in wartime and in peacetime. **The month of November is dedicated to our veterans, and it is only fitting that we take this opportunity to thank them for their service and sacrifice.**

With grateful hearts, we honor our veterans—not only on Veterans Day, but every day. With grateful hearts, we remember those who have served and those who continue to serve, knowing that the freedoms we enjoy endure because of their courage and commitment.



**THE GOVERNMENT EMPLOYEE-MANAGEMENT RELATIONS BOARD EXTENDS
ITS DEEPEST GRATITUDE TO ALL VETERANS AND THEIR FAMILIES FOR THEIR SERVICE TO OUR NATION.**

Passing the Torch: A New Chapter of Board Service

As of **October 1, 2025**, the **Government Employee-Management Relations Board** welcomes its current members, who 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.

We welcome our newest **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.

THE TORCH IS PASSED – A FOND FAREWELL TO SANDY MASTERS

Additionally, it is important to acknowledge the incredible legacy of retiring Board Member Sandy Masters. Sandy was first appointed in 2009 and served for 16 years—the second longest tenure in EMRB history considering that since the Board's establishment in 1969, forty-four individuals have served as Board Members. Her commitment, insight, and professionalism greatly contributed to the Board's mission and to fostering fair and effective labor relations in Nevada. Her contributions will leave a lasting mark, and appreciation for her work is immeasurable.

On a personal note, I want to express my deep gratitude to Sandy for her unwavering support of the Agency and of myself over the years, from my start as EMRB Executive Assistant in 2014 to my appointment as Commissioner in 2024. To me, she was an inspiration, a lesson in stamina and energy. In those early days, all Board members heard every case, and she traveled from Northern Nevada to Las Vegas, even to less traveled Elko and Fallon. Through it all, Sandy brought her trademark "**SANDY'S IN THE HOUSE**" energy to every meeting, lifting spirits and keeping the process running. Her dedication, warmth, and professionalism have left a lasting impression on the Board and on everyone who appeared before it, and her impact will be remembered for years to come.

SO, TO YOU, SANDY, WE SAY "CHEERS!"

Thank You

Sandy Masters

During this season of gratitude, we reiterate our shared commitment to public service to strengthen communities across Nevada.



The EMRB office will be closed on November 27 and 28, 2025.



Annual Reports Due December 1, 2025

In our October newsletter, we noted that the annual report forms for local governments, employee and labor organizations were mailed and/or emailed on **Friday, October 17, 2025**, with a due date of **Monday, December 1, 2025**.

We have had good response, and we **thank** the local governments and employee organizations that have filed their reports. Please contact us if you have not received your local government, employee organization or labor organization form. The forms are also available on our website at <https://emrb.nv.gov>, which can be returned by mail or by e-mail to emrb@emrb.nv.gov.



As always, please contact us regarding any questions or if you require further information or need an extension to file the report. We sincerely thank each local government, employee and labor organization for your assistance.

EMRB Online: Hidden Gems *“Your monthly peek at the EMRB website’s hidden treasures”*

Directories

Mediators/Arbitrators/Fact Finders

This Month’s Highlight: Mediators, Arbitrators, and Fact Finders

When labor and management cannot quite reach an agreement during negotiations, they can turn to neutral professionals to help find common ground. Under [NRS 288.190](#), and with certain exceptions in [NRS 288.205](#) and [288.215](#), the parties involved in negotiations may submit their dispute to a mediator. If they cannot agree on one, they may ask the EMRB Commissioner to provide a list of seven potential mediators.

The EMRB maintains three directories — **Mediators, Arbitrators, and Fact Finders** — made up of well-seasoned individuals, many of them FMCS-trained and served on their rosters, who have submitted their background information to be considered. When parties request a list of mediators, the names are **randomly selected** using an online name picker, and the seven selected names — along with their CVs — are then shared with the requesting parties.

These directories are an important resource that promote fairness, transparency, and balance in the collective bargaining process.

👉 **To learn more or view the EMRB directories, visit our website at <http://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 November 5, 2025. 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.

NOVEMBER 24, 2025 (25-15)

The next Board meeting is scheduled for **November 24, 2025, at 8:30 a.m.** to be held in the Carl Dodge Conference Room located at 3300 W. Sahara Avenue, Suite 490 and will also be held by Teams. A copy of the agenda was sent out on November 18, 2025, and can also be requested by calling our office at (702) 486-4505 or emailing us at emrb@emrb.nv.gov. The agenda and materials are also available on our website [here](#).

The Board will deliberate on the Joint Status Report filed in **Case 2024-039, Nye County Support Staff Organization v. Nye County School District**; a Stipulation to Dismiss in **Case 2025-010, Fraternal Order of Police Lodge 21 v. State of Nevada**; and to deliberate on the status of **Case 2025-014, Lander County Classroom Teachers Association v. Lander County School District** and several other general Board business items.

DECEMBER 15, 2025 (25-16)

The Board meeting in December will be on **December 15, 2025, at 8:30 a.m.** to be held in the Nevada Conference Room and by Teams. The Board ***en banc*** will hear **Case 2025-015, Clark County v. Clark County Defenders Union, et al.**, a Petition for Declaratory Order filed by Clark County pursuant to NAC 288.380. The Petition seeks a finding from the Board that Pay Parity is not a mandatory subject of bargaining and a finding that Pay Parity is a prohibited subject of bargaining or in the alternative a permissive subject of bargaining, and insistence upon taking such a non-mandatory subject of bargaining to Binding Fact-Finding is bad faith bargaining. The hearing will be for the parties to present oral arguments.

Pursuant to NAC 288.2715(5), the Commissioner had previously determined during the October 16, 2025, Board meeting that the issues presented in the Petition render the case one of **statewide significance** as the Board’s resolution of the Petition will not only affect the parties to this proceeding but may also have implications for all governments, labor organizations, and employee organizations throughout the State of Nevada. Accordingly, as this case has been designated one of statewide significance, it shall remain before the full Board for all further proceedings in accordance with NAC 288.2715(5).

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

The following case is scheduled for a hearing:

January 20-22, 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. 910: Case 2024-032, Education Support Employees Association v. Clark County School District. The complaint was filed by the Education Support Employees Association (ESEA) on behalf of employee Zachary Salazar, who alleged a violation of his Weingarten rights and retaliation by the Clark County School District (CCSD). Based on a hearing and review of evidence, the Board made the following conclusions:

- **Weingarten Violation:** The Board found insufficient evidence to sustain a violation of Salazar's Weingarten rights. While Salazar asked for a union representative before a meeting, he did not exercise his right to stop the meeting or ask for a representative during it. The Board also noted that Salazar was not subjected to formal disciplinary action, such as a written warning, and there was no record of the verbal discussion in his file.
- **Retaliation:** The Board found that the facts did not support the allegations of retaliation. It concluded there was no evidence of intent to retaliate or actual retaliation. The Board determined that removing Salazar's routes and responsibility pay was an attempt to comply with the Collective Bargaining Agreement (CBA) and that removing him from a text message thread was not retaliation, as all entry-level technicians were removed.
- The Board also found that any increased monitoring of Salazar was not unreasonable because he was on intermittent FMLA and subject to dual timesheets.

Ultimately, the Board concluded that there was insufficient evidence to sustain either a Weingarten rights violation or a retaliation allegation against the CCSD and denied all other requested relief.

Did You Know?

At exactly 11:00 a.m. on the 11th day of the 11th month in 1918, the fighting of World War I came to an end. The Armistice of 1918, signed in the early morning hours of November 11, took effect at that symbolic hour, bringing silence to the guns along the Western Front. At a devastating cost of 22 million military and civilian casualties and 5 million deaths worldwide ([source](#)), the Great War—then called “the war to end all wars”—was finally over.



Although November 11 originated as a day to mark the end of World War I, it was officially designated in 1954 as **Veterans Day** to honor the service of all United States military veterans, from every war and era. Since 1996, the federal government has also recognized November as Veterans and Military Families Month, and in 2016 it was formally proclaimed as **National Veterans and Military Families Month**—honoring not only the dedication and sacrifice of veterans, but also the steadfast support of their families.

Veterans and Labor History

Veterans have a profound and enduring history within the American labor movement, often leading the fight for fair benefits and improved working conditions for all. Key moments of veteran-led collective action include the formation of the powerful [Grand Army of the Republic](#) after the Civil War to secure pensions, the organization of the "Bonus Army" march on Washington in 1932 to demand economic relief during the Great Depression, and the instrumental advocacy that led to the passage of the transformative G.I. Bill of 1944.

Following World War II, unions actively recruited former service members, valuing the discipline and organizational skills they brought to the labor force. This trend continues today; veterans are more likely to be union members than non-veterans and remain active in labor advocacy through groups like the AFL-CIO's Union Veterans Council, fighting for legislative protections like USERRA- the [Uniformed Services Employment and Reemployment Rights Act](#) - and against the privatization of vital services like the VA and USPS.

Veterans In Nevada Labor

Veterans play a vital role in Nevada's labor history and in shaping the values of public service that continue to define our communities today. Returning service members have brought with them a strong sense of discipline, teamwork, and dedication—qualities that have strengthened both the workforce and the labor movement.

After World War II, many Nevada veterans entered public service and helped lay the foundation for the state's growing cities and counties, schools, and public safety departments. The **State of Nevada** supports our veterans through a [hiring preference policy](#) and a [Veteran Peer Mentor Program](#), and the [NEVADA DEPARTMENT OF VETERANS SERVICES \(NDVS\)](#) offers assistance on a variety of services:

- Professionally assist veterans and their families obtain federal and state veterans benefits.
- Provide quality skilled nursing care at our State Veterans Homes.
- Provide dignified burial support at our State Veterans Memorial Cemeteries.
- Manage effective programs addressing the needs of at-risk veterans.
- Successfully integrate returning servicemembers and veterans into Nevada communities.
- Honor the service and sacrifice of all Nevada's veterans and their families through ceremonies and information campaigns.
- Assist and coordinate the efforts of service organizations and individuals insofar as their activities benefit Nevada veterans, servicemembers and their families.

We should all recognize that their experience in leadership and collective effort translates naturally into the principles of fairness, equity, and representation that underpin the state's public sector labor laws. They have continued to serve their communities through these public institutions—whether as educators, first responders, or administrators—contributing not only to the defense of our nation but also to the advancement of fair labor relations in Nevada.

We honor those who have worn the nation's uniform and continue to serve in our workplaces and communities. Their enduring commitment to service reminds us that the principles of duty, respect, and unity strengthen both our democracy and our workforce.



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.