



Government Employee- Management Relations Board

Nevada Department of Business and Industry

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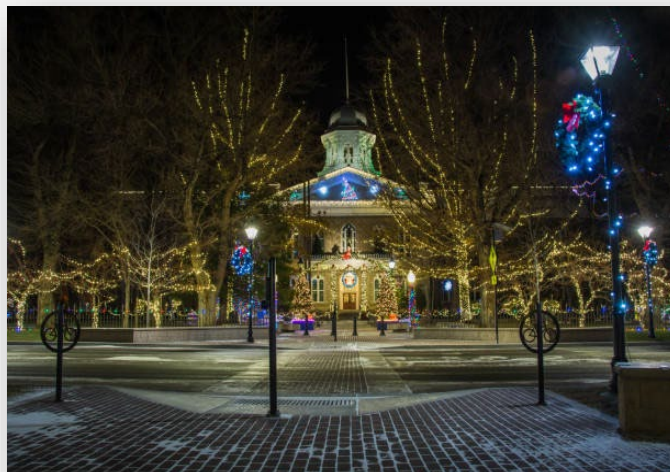
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Members of the Board

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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'Twas The Night Before Christmas

As we come to the end of the year, I want to extend my sincere appreciation to Nevada's public sector employers and employees. Your dedication, professionalism, and commitment to serving our communities are at the heart of public service.

Thank you for the important work you do each day—often behind the scenes—to keep our state running and to support the people who call Nevada home.

Thank you also for your continued support of the Government Employee-Management Relations Board and the important work we do in promoting fair and stable labor relations across the public sector. Your commitment, engagement and collaboration are vital to our mission, and we are grateful for it.

"Twas the Night Before Christmas in Nevada (Jo Parry-Illustrator) – Available online and in bookstores. #NotSponsored





*Wishing you and your families a joyful Christmas season,
a restful holiday break, and a
bright and successful year ahead.*

This Year's Season of Annual Reports

The official close of the 2025 Annual Reports season was December 1, 2025, and we are now reaching out to local governments and employee organizations with outstanding reports. We are hopeful—and fully anticipate—that all remaining reports will be submitted by December 31.

We sincerely thank each local government, employee organization, and labor organization for your continued cooperation and assistance throughout this process.

Thank you

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

How do I? - Frequently Asked Questions

This Month’s Highlight: Frequently Asked Questions

A core commitment of the Government Employee-Management Relations Board (EMRB) is to provide local governments, the State of Nevada, and their employees with clear information to help navigate the sometimes complex process of filing an unfair labor practice complaint, a duty of fair representation claim, a petition for declaratory order, or other petitions. Just like court filings, these matters follow specific procedures and deadlines that apply to all parties—whether represented by counsel or self-represented.

We’ve outlined answers to the most common scenarios in our FAQs, but if you have a question that isn’t addressed there or you need a breakdown of the process, please feel free to email me at mabellar@emrb.nv.gov or call **702-486-6157**. We’re always happy to help.

🔗 To explore our FAQs 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 December 15, 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.

JANUARY 22, 2026 (26-01)

The next Board meeting (and the first one for 2026) is scheduled for **January 22, 2026, at 8:30 a.m.** to be held in the Nevada Conference Room located at 3300 W. Sahara Avenue and will also be held by Teams. A copy of the agenda will be sent out on January 16, 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 January 14, 2026.

On January 22, 2026, 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).

The Board general business agenda for January 22 will also contain several motions and petitions to be deliberated on.

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:

February 17-19, 2026 (Panel A) – By TEAMSCase 2024-016 **Susan Herron v. Incline Village General Improvement District****March 30, 2026 (Panel D) – By Teams**Case 2025-014 **Lander County Classroom Teachers Association v. Lander County School District****May 19, 2026 (Panel B) – TAHOE ROOM and By Teams**Case 2024-041 **HPSA v. City of Henderson****Did You Know? (Christmas Edition)**

Elves didn't always work at the North Pole! Once known in folklore as woodland helpers, they officially joined Santa's Workshop in the 1800s, when Christmas stories cast them as the world's happiest toymakers. Ever since, these tiny engineers have powered the magic behind Santa's sleigh—one handmade toy at a time.

A Brief (and Completely Reliable) History of Santa's Elves

Long before they were expertly wrapping gifts and judging us for our life choices, Santa's elves started out as quiet woodland helpers—basically squirrels with better fashion sense. According to **highly unofficial** North Pole records, they were recruited by Santa after he realized reindeer can fly but can't handle inventory spreadsheets.

The elves quickly took over toy production, quality control, cookie consumption, and all general mischief. Today, they remain the backbone of Santa's operation, fueled by cocoa, jingles, and the joy of knowing humans think *they* are the ones who work hard in December.

A Brief (and Completely Accurate) History of the Unionization of Elves in Santa's Workshop

As every good public employee knows, labor relations didn't start in Nevada—it started at the North Pole.

Santa's Workshop began as a tiny mom-and-pop-and-one-very-overworked-elf operation. But as toy demand grew (thanks to the invention of "children"), the elves organized the **North Pole Public Employees Union, Local 1225**.

(Official logo of Local 1225)

Negotiations were jolly but firm. The elves won:

- **Mandatory cocoa breaks,**
- **A cap on candy-cane-handling hours,**
- **Overtime pay for the feeding and general care of reindeers,** and
- **A strict ban on management (Santa) unilaterally changing the Nice-Naughty evaluation criteria.**



Of course, like all seasoned public employees, the elves became experts in policies, grievances, and gently reminding leadership that **"past practice is binding, Santa."**

To this day, Santa's Workshop operates smoothly—mostly because elves know their rights, file paperwork on time, and never underestimate the power of collective bargaining... especially when gingerbread is involved.

But I heard him exclaim, ere he drove out of sight—

"Happy Christmas to all, and to all a good night!"

*Account of A Visit from St. Nicholas, 1823***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.