



Government Employee- Management Relations Board

Nevada Department of Business and Industry

IN THIS ISSUE

[Remembering Former Board Member Phil Larson](#)
[Proposed Regulation Amendments Workshop](#)

[EMRB Online: Hidden Gems](#)

[On the Horizon](#)

[In the Queue](#)

[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.

Staff

Marisu Romualdez Abellar, Commissioner
mabellar@emrb.nv.gov Direct Line: 702-486-6157

Kelly Valadez, Board Secretary
Kelly.valadez@emrb.nv.gov

Cathy Zamora, Administrative Assistant
ozamora@emrb.nv.gov

Employee-Management Relations Board general email:
emrb@emrb.nv.gov

General line: 702-486-4505

 <https://www.linkedin.com/company/government-emrb/>

Remembering Former Board Member Phil Larson

We pause to honor the memory of former Board Member Phil Larson, whose dedication, insight, and commitment left a lasting impact on both our Board and Nevada's public sector community. Phil was appointed to the Board in August 2010, elected Vice Chair in 2011, and served as Chair from July 2013 until July 2017. He retired from the Board in June 2019.

A thoughtful and diligent Board Member, Phil approached his work like a true gentleman, with seriousness and care. He traveled tirelessly—and I dare say, enthusiastically—from his home in Minden, Nevada, to Las Vegas and to more remote areas across the state to conduct hearings, ensuring that every voice was heard. That same enthusiasm extended beyond the Board to his work in the community, where he and his wife were deeply committed to ensuring that children were adequately fed.

Even after his retirement, Phil remained a valued presence for us, reaching out simply to say hello, check in, share the news of the day, and offering his personal support—a kindness I will always remember and appreciate. **His contributions, collegial spirit, and unwavering commitment will be deeply missed. We honor his legacy as we continue the important work he helped shape.**



Proposed Regulation Amendments Workshop

The Board has approved proposed changes to seven (7) NAC 288 regulations. 📄 These proposed changes reflect feedback we have received regarding filing procedures, as well as an internal review of the Board's existing processes and regulations, to improve clarity, consistency, and efficiency.

**We warmly invite you to join us for the initial workshop on
March 19, 2026, at 1:30 p.m., in person or via Microsoft Teams.**

SUMMARY OF PROPOSED NAC 288 AMENDMENTS:

- **NAC 288.220** - Codifies the express authority of parties to file counterclaims and crossclaims.
- **NAC 288.250** - Adds a requirement that prehearing statements be filed within 21 days after the filing of an answer to a complaint, counterclaim, or crossclaim.
- **NAC 288.235** - Adds provisions clarifying the process that initial and subsequent pleadings may be amended.
- **NAC 288.324** - Amends and clarifies the required number of exhibit copies to be submitted.
- **NAC 288.2715** - Amends the rules governing the assignment of panels.
- **NAC 288.340** - Adds provisions addressing dissenting or concurring decisions by a Board Member.
- **NEW NAC** - Formalizes the Board's current limited deferral practice, outlining how cases are handled when cases are stayed pending proceedings in another forum.

The agenda and notice, along with a copy of the proposed changes, were emailed to our mailing list on February 24, 2026, and are also available on the [EMRB website](#) and the [Nevada Legislature's website](#).

Your Voice Matters

We encourage 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"*

This Month's Highlight: Collective Bargaining Agreements

Collective Bargaining Agreements

One of the most valuable resources on our website is our collection of more than 200 collective bargaining agreements covering bargaining units from a wide range of local government employee and labor organizations across the State of Nevada. To promote transparency and public access, we post collective bargaining agreements on our website and update them as frequently as possible. We also maintain internal records of agreements dating back to 2016.

This resource allows stakeholders, employees, and members of the public to easily review and compare agreements, learn how similar workplaces have addressed shared issues, and draw ideas from best practices across the state. It also helps employee organizations and local governments confirm whether the most current version of an agreement has been posted. **We appreciate the support of our employee organizations and local governments in sharing updates or new agreements, which helps us keep this resource accurate, current, and useful for everyone.**

If you have any questions or comments regarding the collective bargaining agreements, 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 Collective Bargaining Agreements, 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 February 17 and 19, 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.

NEXT BOARD MEETING: MARCH 30-31, 2026 (26-03)

The next Board meeting is scheduled for **March 30-31, 2026, at 8:30 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 March 24, 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 March 24, 2026.

On March 30, **Panel D** will hear **Case 2025-014 Lander County Classroom Teachers Association v. Lander County School District**. The Appellant, LCCTA, appeals a unit determination, arguing that long-term substitutes who fill vacant bargaining unit positions for at least half of the school year ("Interim Educators") share a sufficient community of interest with existing LCCTA bargaining unit members to be included in the unit. The Association also raises a potential additional issue regarding whether School Social Workers, Speech Pathologists, and School Psychologists likewise share a sufficient community of interest to be included in the bargaining unit. The District contends that long-term substitute teachers do not share a sufficient community of interest with licensed educators and therefore should not be included in the LCCTA bargaining unit.

The Board's general business agenda is scheduled for March 31, 2026, starting at 8:30 a.m.

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:

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**

June 1-4, 2026 (Panel A) – DODGE ROOM and By TEAMS

Case 2024-015 **Susan Herron v. Incline Village General Improvement District**

June 8-9, 2026 (Panel B) -- DODGE ROOM and By Teams

Case 2025-020 **Reno Police Supervisory and Administrative Employees Association v. City of Reno**

July 7-8, 2026 (Panel C) -- TAHOE ROOM and By Teams

Case 2025-017 **HPOA v. City of Henderson (consolidated with 2025-018, HPSA v. City of Henderson)**

Did You Know? – Tò Prôton Méros

Blame Julius Caesar

If February feels unfairly short, history gives us a convenient culprit: Julius Caesar. Yep, *that* Julius Caesar.

Before Caesar came along, the Roman calendar was a chaotic mess—months drifted, seasons slid, and nobody was quite sure what day it was. In 46 BCE, Caesar stepped in with the **Julian calendar**, aiming to bring order to time itself. He reset the year, aligned it with the sun, and standardized month lengths.

But in the process, February figuratively drew the "short" straw. To make the calendar work, Caesar needed months to alternate between 30 and 31 days. February—already tied to purification rituals and end-of-year observances—was left with fewer days. It became the calendar's odd month out, permanently shorter than the rest. Later tweaks by Roman emperors

may have added to February's woes, but the damage was done. Thanks to Caesar's reform, February remains the briefest month—occasionally granted a 29th day, but never quite equal.

So, the next time February flies by, feel free to point the finger across two millennia and say: **thanks, Julius Caesar.**

The Ides of March are coming - Julius Caesar learned the hard way. Yep, that Julius Caesar.

Did You Know? – Part II

Building Skills and Second Chances

We've entered the Lunar New Year and the **Year of the Fire Horse**, typically depicted by a horse in gallop enveloped in fire, always moving forward, with motivation and ambition.

This month's featured image honors Nevada's wild horses—symbols of resilience and steady effort. In a unique partnership between the **Bureau of Land Management** and the [Northern Nevada Correctional Center](#), incarcerated individuals train these horses, fostering responsibility and mutual trust.

Through this collaboration, both horses and trainers earn second chances, with adoptions held every February, June, and October. Just as this program builds dignity through labor, the [Nevada Department of Employment, Training & Rehabilitation \(DETR\)](#) empowers workers statewide with the skills and resources needed to grow their careers. Together, they prove that progress is built through purposeful work and mentorship.

Nevada's Wild Horses and the Work That Moves Us Forward

That same spirit of the wild horse lives on in Nevada's workforce today, seen within the workplaces that sustain our communities within those who do the work—often unseen, but always essential. The horse reminds us that forward motion, whether across desert plains or the challenges of modern labor, from Nevada's open ranges to the workplaces, progress is achieved one steady, determined step at a time.

There is also an important parallel in protection and voice. Wild horses are safeguarded through laws and public stewardship to prevent exploitation and ensure their continued place on the land. Similarly, labor protections exist to safeguard dignity, fairness, and safety in the workplace. Both reflect a shared recognition that strength alone is not enough—endurance requires care, structure, and respect.

Labor, at its core, is about movement. Workers move our economy forward, maintain essential services, and sustain public life—often behind the scenes. The values associated with the horse remind us that progress is rarely the result of a single individual, but of steady effort over time and cooperation across many hands.

This connection speaks to the spirit of public service in Nevada: when we invest in care, structure, and respect, we create institutions that endure and communities that thrive.



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.