



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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The Power of March: Change, Challenge, Progress

As March unfolded, the [swallows returned](#), heralding the arrival of spring. Some may think of March as the time to spring clocks forward; the time for college basketball madness; others turned green for St. Patrick's Day; still others pause to celebrate [Women's History Month](#), and the countless contributions women continue to make across our state and country. The vernal equinox, which happened on March 20, 2026, at 7:46 a.m. PT -- the moment when day and night were equal -- reminds us that **March is a month of balance, transition, and new beginnings.**

This season of renewal aligns naturally with milestones in labor progress and civic achievement. In March 1969, the Nevada Legislature was conducting final hearings on what would become **NRS Chapter 288** — the EMRB's statutory framework that continues to guide Nevada public sector labor relations today, ensuring that public employees have a voice in shaping their workplaces and resolving disputes in an orderly, constructive manner.

But Nevada's labor history is not simply a record of statutes and milestones. More than five decades later, that framework remains a testament to what can be accomplished through dialogue, structure, and a shared commitment to fairness. That commitment continues to shape the EMRB as we work for Nevada's public sector employers and employees.

Celebrating Sandy Masters' 90th Birthday and Legacy of Service

On the recent milestone of her 90th birthday, Sandy Masters was honored for her years of dedication and leadership at the EMRB. Board Members Mike Smith and Mike Urban joined in the celebration, presenting Sandy with certificates of recognition from both the Department of Business & Industry and the Governor's Office.

Sandy's contributions have left a lasting impact on the community, and her milestone birthday provided a special opportunity to acknowledge her commitment, passion, and continued inspiration. Family, friends, and colleagues gathered to celebrate not only her life and remarkable career but also the personal warmth and guidance she has shared with so many over the years.



Petition to Represent State Bargaining Unit B

The **American Federation of State, County and Municipal Employees (AFSCME) Local 4041** filed a petition under **Nevada Revised Statutes 288.525** seeking to represent State employees in **Bargaining Unit B**, which consists of administrative and clerical employees. A copy of the Petition is available on the EMRB website.



At its upcoming **March 31, 2026**, meeting, the Board will consider the Petition and may take additional procedural steps, including ordering an election and approving the election documents.

Updates regarding the matter, including Board agendas and case status information, will be available through the EMRB website and its online case log.

Proposed Regulation Amendments Workshop

The initial workshop on proposed changes to seven (7) NAC 288 regulations was held on March 19, 2026. During the workshop, comments were received regarding each of the seven proposed 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 and 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.

A report will be presented to the Board at its March 31, 2026, meeting . Stay tuned for updates on a second workshop to be scheduled shortly thereafter .

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

This Month's Highlight: Log of Open Cases

Log of Open Cases

- [Log of Open Cases](#)

The EMRB Log of Open Cases provides a current listing of matters pending before the Board and is intended as a resource for attorneys and parties to track the status of their cases. The log is updated weekly and includes basic case information to assist parties in monitoring case activity and upcoming procedural steps.

The EMRB's online case log continues to serve as a helpful resource for parties and stakeholders. Although the information provided is basic, it has proven effective in reminding parties of upcoming deadlines and key case events. In some instances, individuals who locate a case on the log subsequently contact the EMRB office to request copies of related documents.

The EMRB is currently evaluating the feasibility of making current case documents available on its website to further improve public access to information and case materials.

We appreciate the support of our employee organizations and local governments in sharing their comments and feedback.

If you have any questions or comments regarding the Log of Open Cases, 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 Log of Open Cases 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

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.

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

MARCH 30-31, 2026 (26-03)

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.

NEXT BOARD MEETING: APRIL 27-30, 2026 (26-04)

Panel E will hear **Case 2025-013, Hector Villa v. Henderson Police Officers Association** over the first two days of the meeting on April 27-28, 2026, and on April 29, 2026, if necessary. Officer Hector Villa accuses the Henderson Police Officers' Association (HPOA) of violating its legal duty to fairly represent him. Officer Villa says the union abandoned him, retaliated against him, and eventually ejected him from membership because he spoke out about racism and corruption within the department and the union. HPOA denies any violation of law or duty of fair representation. It argues it followed its bylaws and CBA in handling Villa's grievance, exercised legitimate discretion in declining arbitration, and expelled Villa only after his conduct disrupted the organization and violated its Code of Conduct.

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 cases are in the queue:

2024-019 **Clark County Prosecutors v. Clark County**

2025-025/028 (Consolidated with Case 2025-028) **Water Reclamation District Employees Association v. Clark County Water Reclamation District and Service Employees International Union, Local #1107, consolidated with Nevada Service Employees Union v. Water Reclamation District Employees Association, and Clark County Water Reclamation District**

The following cases are scheduled for a hearing:

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 TeamsCase 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? (Et tu, Brute?)

On March 15, 44 BC—the Ides of March—Julius Caesar was assassinated by senators, including Marcus Junius Brutus and Gaius Cassius Longinus, who feared his growing power. Rather than restoring the Republic, his death sparked civil war and led to the rise of the Roman Empire under Augustus.

“Beware the Ides of March.” With that warning in [Julius Caesar](#), William Shakespeare immortalized March 15 as a symbol of dramatic change. Over time, the Ides of March has evolved from ancient Rome’s New Year observance into a broader emblem of moments when the course of history shifts—sometimes suddenly, sometimes irreversibly. Yet not all turning points are marked by violence or downfall. Some signal progress, opening the way for new voices, new rights, and a more just future.

From the Ides of March to Nevada: Balance and Turning Points in History

March is recognized nationwide as [Women’s History Month](#), a time to reflect on the many contributions women have made to our communities, institutions, and public life. Nevada’s history includes remarkable women whose leadership helped shape the state’s civic and governmental foundations—from early advocates for education and civil rights to pioneers in public service and elected office.

Nevada figures such as [Sarah Winnemucca](#), a Northern Paiute educator and advocate for Native American rights, the first Native American woman to publish a book ([“Life Among the Piutes”](#)) and whose statue occupies a prominent place in the [U.S. Capitol Visitor Center](#); and [Anne Henrietta Martin](#), a leader in [Nevada’s successful campaign for women’s suffrage in 1914—A FULL SIX YEARS PRIOR TO THE 19TH AMENDMENT](#)—helped pave the way for broader participation by women in public life and strengthened the principles of civic engagement and representation. Nevada labor leader [Hattie Canty](#) fought for fair wages and union leadership, and [Sue Wagner](#), the first female Nevada Lt. Governor when she was elected in 1990, broke race and gender barriers to ensure that women’s voices remain central in shaping workplaces and communities across the state.

Their efforts—and those of many others—symbolize the continuing pursuit of fairness, inclusion, and equal voice in public life.

March also offers a perfect opportunity to reflect on the history of labor and the continued importance of public service. Across the United States, the labor movement has long been shaped by the efforts of workers who organized for fair wages, safer workplaces, and greater dignity on the job. Events such as the [1912 “Bread and Roses”](#) strike in Lawrence, Massachusetts, and the observance of [International Women’s Day](#) on March 8 highlight the connection between labor advocacy and broader movements for social and economic justice. **“The worker must have bread, but she must have roses, too.”** ([Rose Schneiderman](#)). The slogan remains a powerful symbol of the intersection between labor rights and women’s dignity, emphasizing that human life requires more than just basic needs.

In Nevada, the development of collective bargaining for public employees marked an important step in strengthening workplace rights and fostering constructive labor-management relations. The work carried out by public employees and labor organizations continues to play a vital role in supporting effective government and serving communities across the state.

History teaches us that progress often follows a pivotal moment.

The question for each generation is: how will we respond when those moments arrive?

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.