

FILED
June 11, 2026
State of Nevada
E.M.R.B.

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3 STATE OF NEVADA
4 GOVERNMENT EMPLOYEE-MANAGEMENT
5 RELATIONS BOARD
6

7 AMERICAN FEDERATION OF STATE,
8 COUNTY & MUNICIPAL EMPLOYEES,
9 LOCAL 4041,

Petitioner.

10 IN RE: BARGAINING UNIT "B"
11 ADMINISTRATIVE AND CLERICAL
12 EMPLOYEES

Case No. 2026-002

NOTICE OF ENTRY OF ORDER

En Banc

ITEM NO. 913

13 TO: Petitioner AFSCME, Local 4041 and its attorneys of record, Nathan Ring, Esq. and Paul D.
14 Cotsonis, Esq., and Reese Ring Velto, PLLC;

15 TO: State of Nevada and its attorneys Josh M. Reid, Esq. and Steve Sorensen, Esq., of the Nevada
16 Attorney General's Office.

17 TO: Nevada System of Higher Education, Human Resources.
18

19 PLEASE TAKE NOTICE that the **ORDER ON RESULTS OF THE ELECTION** was entered
20 in the above-entitled matter on June 11, 2026.

21 A copy of said order is attached hereto.

22 DATED this 11th day of June 2026.
23

24 GOVERNMENT EMPLOYEE-
25 MANAGEMENT RELATIONS BOARD

26 BY Kelly Valadez
27 KELLY VALADEZ
28 Executive Assistant

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CERTIFICATE OF MAILING

I hereby certify that I am an employee of the Government Employee-Management Relations Board, and that on the 11th day of June 2026, I served a copy of the foregoing **NOTICE OF ENTRY OF ORDER** by mailing a copy thereof, postage prepaid to:


Nathan Ring, Esq.
Paul D. Cotsonis, Esq.
Reese Ring Velto, PLLC
3100 W. Charleston Blvd., Ste. 208
Las Vegas, NV 89102

Josh M. Reid, Esq., Deputy Attorney General
Steve Sorensen, Esq., Deputy Attorney General
Office of the Nevada Attorney General
McCarran Center – State of Nevada Campus
1 State of Nevada Way Suite 100
Las Vegas, NV 89119

Matthew Lee, DHRM
State of Nevada
100 North Stewart St., Suite 200
Carson City, NV 89701

Sherry M. Olson
Director of Human Resources
Nevada System of Higher Education
System Administration, Human Resources
2601 Enterprise Road
Reno, NV 89512

Bachera Washington
Administrator DHRM
State of Nevada
7251 Amigo Street, Suite 120
Las Vegas, NV 89119



KELLY VALADEZ
Executive Assistant

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Petitioner.

10 IN RE: BARGAINING UNIT "B"
11 ADMINISTRATIVE AND CLERICAL
12 EMPLOYEES

Case No. 2026-002

**ORDER ON RESULTS OF THE
ELECTION**

En Banc

ITEM NO. 913

13 On June 9, 2026, this matter came before the State of Nevada, Government Employee-
14 Management Relations Board (Board) for consideration and decision pursuant to the provisions of the
15 Employee-Management Relations Act (NRS Chapter 288, EMRA) and NAC 288. At issue was
16 certification of the results of the recently held election.

17 **History**

18 On March 3, 2026, the American Federation of State, County and Municipal Employees, Local
19 4041 (AFSCME), filed a Petition pursuant to NRS 288.525 seeking designation as the exclusive
20 representative of Bargaining Unit B. After reviewing the record, including the staff audit of the request,
21 the Board deliberated on March 31, 2026, and ordered that an election be held pursuant to NRS
22 288.525(2).

23 The election concluded on May 22, 2026, and the ballots were counted on May 27, 2026. A
24 copy of the Final Tally of Ballots filed on May 27, 2026, is attached. Under Section 5.01 of the Election
25 Plan, any party was permitted to file objections to the conduct of the election within 14 calendar days of
26 the filing of the Final Tally of Ballots, or by June 10, 2026. During the June 9, 2026, meeting, the
27 Board was informed that the parties agreed to waive the 14-calendar-day objection period and requested
28 that NRS 288.535(2) apply, which would result in the objection period to expire on June 8, 2026.

1 However, the Board disagreed with the parties and elected not to waive the objection period as stated in
2 the Election Plan but instead stated that it would make any certification subject to no objections being
3 filed prior to the expiration of the June 10, 2026 objection deadline. Since conclusion of the June 9,
4 2026 Board meeting, the objection period has indeed expired and the Commissioner has informed the
5 Board that no objections were filed.

6 NRS 288.530(4) states the standard for determining the outcome of an election, which reads as
7 follows:

8 4. If a labor organization receives a majority of the votes cast at the initial election or
9 at any runoff election, the Board shall designate the labor organization as the exclusive
representative of the bargaining unit.

10 Thus, according to the standard used for determining the outcome of the election, it is
11 determined Petitioner AFSCME, Local 4041 received a majority of the votes cast.

12 **ORDER**

13 Based on the foregoing, it is hereby **DECLARED and ORDERED** that the results of the
14 election, as reflected in the Final Tally of Ballots filed May 27, 2026, are certified and approved.
15 Petitioner AFSCME, Local 4041 shall be designated as the exclusive representative of the State of
16 Nevada Bargaining Unit B.

17 Dated this 11th day of June 2026.

18 GOVERNMENT EMPLOYEE-
19 MANAGEMENT RELATIONS BOARD

20 By: 
BRENT C. ECKERSLEY, ESQ., Chair

21 By: 
MICHAEL A. URBAN, ESQ., Vice-Chair

22 By: 
MICHAEL J. SMITH, Board Member

23 By: 
BRUCE K. SNYDER, ESQ., Board Member

24 By: 
JERRY KEATING, Board Member

GOVERNMENT EMPLOYEE-MANAGEMENT RELATIONS BOARD

IN RE: BARGAINING UNIT "B")
ADMINISTRATIVE AND CLERICAL)
EMPLOYEES)
)
APPLICATION FOR ELECTION BY AFSCME,)
LOCAL 4041 PURSUANT TO NRS 288.525)
)

CASE NO. 2026-002
Date of Ballot Counting:
May 27, 2026
Location:
Nevada Room, 3300 W. Sahara Ave
Las Vegas, NV 89102

FINAL TALLY OF BALLOTS

FILED
May 27, 2026
State of Nevada
E.M.R.B.

VOTING UNIT B

- Total Number of Eligible Voters: 3443
- Total Number of Ballots Cast: 1254

BALLOT RESULTS

- Votes FOR Representation (AFSCME): 1139
- Votes AGAINST Representation (NO UNION): 113

TOTAL VOTES CAST 1252

VOTERS CHALLENGED AS INELIGIBLE

- Number of Ineligible Ballots: 4

4 Ineligible Ballots:
(1) Duplicate ballot
(1) Ballot Returned in another envelope (not included in 1254 count above)
(1) Return Env With No Ballot
(1) Ballot returned without marking ballot

CHALLENGED BALLOTS

- Number of Challenged Ballots: 0
- Counted Ballots AFSCME _____ NO UNION _____
- Not Counted _____

CERTIFICATION BY COMMISSIONER:

EMRB Commissioner: 
MARISU ROMUALDEZ ABELLAR

Date: 5/27/26

The undersigned acknowledge receipt of a copy of this Final Tally of Ballots.

For AFSCME: 
CANDELA MACIAS

Date: 5-27-26

For the STATE: 
Steve Soreisen

Date: 5/27/26