

STATE OF NEVADA
GOVERNMENT EMPLOYEE-MANAGEMENT
RELATIONS BOARD

WATER RECLAMATION DISTRICT
EMPLOYEES ASSOCIATION,

Complainant,

v.

CLARK COUNTY WATER RECLAMATION
DISTRICT and SERVICE EMPLOYEES
INTERNATIONAL UNION, LOCAL #1107,

Respondents.

Case No. 2025-025

NOTICE OF ENTRY OF ORDER

ITEM NO. 914

TO: Complainant Water Reclamation District Employees Association ("WRDEA") and its attorney, Jeffrey F. Allen, Esq.; and

TO: Respondent Clark County Water Reclamation District ("CCWRD") and its attorneys, Mark J. Ricciardi, Esq., Allison L. Kheel, Esq., and Fisher Phillips LLP; and

TO: Respondent Service Employees International Union, Local 1107 ("NSEU" or "SEIU") and its attorneys, Evan L. James, Esq. and Darryl Martin, Esq., and Christensen James & Martin, CHTD.

PLEASE TAKE NOTICE that the **ORDER CERTIFYING ELECTION** was entered in the above-entitled matter on August 6, 2026.

A copy of said order is attached hereto.

DATED this 6th day of August 2026.

GOVERNMENT EMPLOYEE-
MANAGEMENT RELATIONS BOARD

By: Kelly Valadez
KELLY VALADEZ
Executive Assistant

CERTIFICATE OF MAILING

I hereby certify that I am an employee of the Government Employee-Management Relations Board, and that on the 6th day of August 2026, I served a copy of the foregoing **NOTICE OF ENTRY OF ORDER** by mailing a copy thereof, postage prepaid to:

Jeffrey F. Allen, Esq.
2941 Carmelo Drive
Henderson, NV 89052

Mark J. Ricciardi, Esq.
Allison L. Kheel, Esq.
Fisher & Phillips LLP
300 South Fourth Street
Suite 1500
Las Vegas, NV 89101

Evan L. James, Esq.
Darryl Martin, Esq.
Christensen James & Martin, CHTD.
7440 W. Sahara Avenue
Las Vegas, NV 89117


KELLY VALADEZ
Executive Assistant

STATE OF NEVADA
GOVERNMENT EMPLOYEE-MANAGEMENT
RELATIONS BOARD

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v.

CLARK COUNTY WATER RECLAMATION
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INTERNATIONAL UNION, LOCAL #1107,

Respondents.

Case No. 2025-025

ORDER CERTIFYING ELECTION

En Banc

ITEM NO. 914

On August 4, 2026, this matter came before the State of Nevada, Government Employee-Management Relations Board (Board) for consideration and decision pursuant to the provisions of the Employee-Management Relations Act (NRS Chapter 288) and NAC Chapter 288. At issue was the certification of the results of the recently held election.

History

On November 17, 2025, the Water Reclamation District Employees Association filed a Petition pursuant to NRS 288.160 and NAC 288.146 seeking the withdrawal of SEIU Local 1107 as the bargaining agent for the Supervisory Employees of the Clark County Water Reclamation District. On March 31, 2026, the Board reviewed the Petition and the Audit Report and determined that the Petitioner, the Water Reclamation District Employees Association, satisfied the requirements set forth in NRS 288.160. On May 20, 2026, the parties filed a Settlement Agreement in which they consented to conduct a three-party bargaining unit election for the selection of a bargaining agent. On June 11, 2026, the Board ordered that a three-party election be conducted by mail and in person.

The mail-in portion of the election concluded on July 7, 2026, and in-person voting was held on

1 July 8, 2026. Following the close of the in-person voting, the ballots were counted on July 8, 2026. A
2 copy of the Final Tally of Ballots, filed on July 8, 2026, is attached. Under Section 6.01 of the Election
3 Plan, any party was permitted to file objections to the conduct of the election within 14 calendar days of
4 the filing of the Final Tally of Ballots, or by July 22, 2026. No objections were filed.

5 NAC 288.120 states the standard for determining the outcome of an election, which reads as
6 follows:

7 NAC 288.120 Use of election results in determination of bargaining unit.
8 (NRS 288.110, 288.160) The Board may use the results of an election
9 conducted pursuant to NAC 288.110 as additional information for its
10 determination of a bargaining unit.

11 Thus, according to the Final Tally of Ballots and the standard used to determine the outcome of
12 an election under NRS 288.160 and NAC 288.110, it is determined that the Water Reclamation District
13 Employees Association received a number of votes that amounted to a majority of the local government
14 employees in the Supervisory Employees bargaining unit of the Clark County Water Reclamation
15 District.

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ORDER

Based on the foregoing, it is hereby **DECLARED and ORDERED** that the results of the election, as reflected in the Final Tally of Ballots filed July 8, 2026, are certified and approved. Petitioner Water Reclamation District Employee Association shall be designated as the exclusive representative of the Supervisory Employees of the Clark County Water Reclamation District.

Dated this 6th day of August 2026.

GOVERNMENT EMPLOYEE-
MANAGEMENT RELATIONS BOARD

By: 
BRENT C. ECKERSLEY, ESQ., Chair

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

By: 
MICHAEL J. SMITH, Board Member

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

By: 
JERRY KEATING, Board Member

GOVERNMENT EMPLOYEE-MANAGEMENT RELATIONS BOARD

WATER RECLAMATION DISTRICT EMPLOYEES)
ASSOCIATION,)

Complainant,)

v.)

CLARK COUNTY WATER RECLAMATION)
DISTRICT and SERVICE EMPLOYEES)
INTERNATIONAL UNION, LOCAL #1107,)

Respondents.)

CASE NO. 2025-025

Date of Ballot Counting:

July 8, 2026

Location:

Clark County Water Reclamation District
Conference Rooms 106 and 107
5857 East Flamingo Road
Las Vegas, NV 89122

FINAL TALLY OF BALLOTS

• Total Number of Eligible Voters: 40
• Total Number of Ballots Cast: 38

BALLOT RESULTS

• Votes **FOR** SEIU LOCAL 1107: 13
• Votes **FOR** WRDEA: 25
• Votes **AGAINST** Representation (NO UNION): 0

TOTAL VOTES CAST

38

VOTERS CHALLENGED AS INELIGIBLE

• Number of Ineligible Ballots: 0 (See Reverse Side)

INVALID BALLOTS CAST

• Number of Challenged Ballots: 0
• Counted Ballots: FOR SEIU _____ FOR WRDEA _____ FOR NO UNION: _____
• Not Counted _____

CERTIFICATION BY COMMISSIONER:

MARISU ROMUALDEZ ABELLAR
EMRB Commissioner: _____

Date: 7/8/26

ACKNOWLEDGMENT

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

For SEIU: _____

Date: 7/8/26

For WRDEA: _____

Date: 7/8/26

For CCWRD: _____

DATE: 7/8/2026

FILED
July 8, 2026
State of Nevada
E.M.R.B.