

FILED  
March 3, 2026  
State of Nevada  
E.M.R.B.  
6:30 a.m.

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6 STATE OF NEVADA

7 GOVERNMENT EMPLOYEE-MANAGEMENT RELATIONS BOARD

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

11 Petitioner

CASE NO.: 2026-002

Application for Designation of AFSCME,  
Local 4041 as Exclusive Representative of  
Bargaining Unit B

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14 Petitioner, AMERICAN FEDERATION OF STATE, COUNTY & MUNICIPAL  
15 EMPLOYEES, LOCAL 4041, (“AFSCME” or “the Union”), by and through its undersigned  
16 counsel of record, and pursuant to NRS 288.160, NRS 288.520, and NAC 288.143, hereby  
17 submits this Application for Designation of AFSCME, Local 4041 as Exclusive  
18 Representative of Bargaining Unit B.

19 AFSCME submits concurrent with this Petition: (1) a spreadsheet showing its support  
20 within Unit B from current members who will be part of the proposed bargaining unit,  
21 including name, job title, and if they are employed by State or NSHE and a list with the same  
22 information of individuals who will be in the bargaining unit that have completed  
23 representation conversion cards but are not yet members; (2) files of all signed representative  
24 conversion cards in the same order as the representative conversion cards; (3) a blank copy of  
25 the representative conversion cards and membership cards in a hard copy format and a printed  
26 version from AFSCME’s website; and (4) an affidavit signed by AFSCME Administrator,  
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1 Candelario "Lalo" Macias, that the membership list and corresponding documents are correct  
2 and accurate and the online and hard copy representation conversion cards and membership  
3 cards are the legitimate and recognized method of enrolling in and showing support for  
4 AFSCME. The attachments to this document are as follows:

- 5 A. Declaration of Candelario "Lalo" Macias
- 6 B. Blank Membership and Authorization Cards in Hard Copy and Printed Online  
7 Format<sup>1</sup>

8 Under applicable law, an election shall be conducted based on the support of AFSCME  
9 amongst the bargaining unit employees in Unit B. NRS 288.525 sets the requirements for  
10 designating labor organizations as exclusive representatives for bargaining units following an  
11 election. Pursuant to that statute, If no labor organization is designated as the exclusive  
12 representative of a bargaining unit, the Board shall order an election to be conducted within the  
13 bargaining unit if...[a] labor organization files with the Board a written request for an election  
14 which includes a list of its membership or other evidence showing that it has been authorized  
15 to serve as a representative by at least 30 percent but not more than 50 percent of the  
16 employees within the bargaining unit. NRS 288.525(1)(a). Here, no labor organization has  
17 been designated as representative of Unit B and AFSCME is presenting documentary evidence  
18 with this application demonstrating support of at least 30 percent and not more than 50 percent  
19 of the employees within bargaining Unit B.

20 AFSCME seeks designation as the exclusive bargaining representative of the  
21 bargaining unit designated in statute and administrative regulation as Unit B, including the  
22 following class of employees: "Administrative and clerical employees, including, without  
23 limitation, legal support staff and employees whose work involves general office work, or  
24 keeping or examining records and accounts." NRS 288.515(1)(b). The unit is further defined in  
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26 <sup>1</sup> In addition to Exhibits A and B, AFSCME is submitting its signed conversion and membership cards to the  
27 EMRB contemporaneously with this petition. Also submitted under separate cover is a spreadsheet containing  
information on membership and support through conversion cards for AFSCME in Unit B.

1 regulation as follows: “For the purposes of paragraph (b) of subsection 1 of [NRS 288.515](#), the  
2 administrative and clerical employees bargaining unit is hereby established. The unit includes  
3 employees whose primary job responsibility involves the performance of work that is repetitive  
4 in nature but is not primarily physical, including, without limitation, administrative assistants,  
5 accounting assistants and legal secretaries. The unit excludes supervisory employees.” NAC  
6 288.108(2).

7 The cards submitted contemporaneously with this petition and the spreadsheet  
8 submitted as Exhibit B demonstrate that AFSCME has support of over forty-percent (40%) of  
9 eligible bargaining unit members based on recent employment data from the State.<sup>2</sup>

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<sup>2</sup>Other than the Declaration of Candelario “Lalo” Macias, which is filed concurrently with this Petition, the remaining exhibits will be hand delivered to the EMRB this morning, then served upon opposing parties.

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**CONCLUSION**

AFSCME seeks an election to be conducted by the Board, which would designate AFSCME as the exclusive bargaining representative within Unit B.

DATED this 3<sup>rd</sup> day of March, 2026.

**Reese Ring Velto, PLLC**

/s/ Nathan R. Ring  
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1 **CERTIFICATE OF SERVICE**

2 Pursuant to NAC 288.200(2), I certify that I am an employee of the law firm of Reese  
3 Ring Velto, LLC and that on the 3<sup>rd</sup> day of March, 2026, I deposited for mailing, by certified  
4 U.S. Mail with postage prepaid (along with added service via email), a true and correct copy of  
5 this **Application for Designation of AFSCME, Local 4041 as Exclusive Representative of**  
6 **Bargaining Unit B** to:

7 Bachera Washington  
8 Administrator DHRM  
9 State of Nevada  
10 7251 Amigo Street, Suite 120  
11 Las Vegas, NV 89119

12 Matthew Lee, DHRM  
13 State of Nevada  
14 100 North Stewart St., Suite 200  
15 Carson City, NV 89701

16 With a copy to:

17 Josh M. Reid, Esq.  
18 Office of the Attorney General  
19 555 E. Washington Avenue, Suite 3900  
20 Las Vegas, NV 89101  
21 *jmreid@ag.nv.gov*

22 /s/ Rachael Chavez  
23 An employee of Reese Ring Velto, PLLC  
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