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**DEPARTMENT OF BUSINESS AND INDUSTRY
GOVERNMENT EMPLOYEE-MANAGEMENT
RELATIONS BOARD**

March 19, 2026

**MINUTES OF THE WORKSHOP TO SOLICIT COMMENTS TO
PROPOSED AMENDMENTS TO EXISTING REGULATIONS TO ENSURE THEY ARE
STREMLINED, CLARIFIED, REDUCED OR OTHERWISE IMPROVED**

A workshop of the Government Employee-Management Relations Board, properly noticed and posted pursuant to the Nevada Open Meeting Law, was held on Thursday, March 19, 2026, at the hour of 1:30 p.m. in the Carl Dodge Conference Room which is located in Suite 490 of the Nevada State Business Center, 3300 W. Sahara Avenue, Las Vegas, Nevada 89102. The workshop was also held virtually using Teams.

The workshop was conducted by EMRB Commissioner Marisu Abellar. Also present were Board Secretary Kelly Valadez, and Ashley M. Kim, Esq., Deputy Attorney General.

Members of the Public Present:

Frank Flaherty, Esq.
Steven O. Sorenson, Esq.
Scott Abbott
Judy Sanderlin
Board Member Jerry Keating

The meeting was called to order at 1:30 p.m. by Commissioner Abellar.

1. Public Comment.

No public comment was offered.

2. Solicitation of Comments and Suggestions on Proposed Regulatory Amendments to Ensure They Are Streamlined Clarified, Reduced, or Otherwise Improved.

Commissioner Abellar presented an overview of the seven (7) regulations identified for potential improvement. Following the overview, each regulation was presented individually for discussion.

After the presentation of each amendment, the floor was opened for comments, feedback or suggestions. The corresponding comments are summarized below:

1. NAC 288.220 – Codifies the express authority of parties to file counterclaims and crossclaims.

No comments were offered regarding this amendment.

2. 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.

No comments were offered regarding this amendment.

3. NAC 288.235 – Adds provisions clarifying the process initial and subsequent pleadings may be amended.

No comments were offered regarding this amendment.

4. NAC 288.324 – Amends and clarifies the required number of exhibit copies to be submitted.

No comments were offered regarding this amendment.

5. NAC 288.2715 – Amends the rules governing the assignment of panels.

No comments were offered regarding this amendment.

6. NAC 288.340 – Adds provisions addressing dissenting or concurring decisions by a Board Member.

Frank Flaherty, Esq. offered comments regarding this subsection. He expressed concern that the proposed amendment—allowing a Board or Panel member to abstain from voting without stating a reason—could potentially implicate the Open Meeting Law under NRS 281. He further noted that a split Panel could create complications in resolving a case if a member abstains from voting.

Deputy Attorney General Ashley Kim responded that there is no statutory requirement mandating that a Board or Panel member cast a vote.

Mr. Flaherty further commented that, while no statute expressly prohibits abstention, including such language in the regulation could serve to remind or encourage Board or Panel members to abstain.

7. A regulation, currently unassigned, concerning the filing of joint status reports during the period a case is stayed by the Board under the limited deferral doctrine.

No comments were offered regarding this amendment.

3. Solicitation Proposed Additions or Revisions for Other Than the Above Reasons

Deputy Attorney General Steve Sorenson raised the lack of rules regarding NRS 288.575(3), which states the arbitrator and the parties shall apply and follow the procedures for arbitration that are prescribed by any rules adopted by the Board. However, the regulations do not have any procedures relating to arbitration.

4. Additional Period of Public Comment

No Public Comment.

5. Adjournment

There being no additional business to conduct, Commissioner Abellar adjourned the meeting. The workshop thus adjourned at 2:06 p.m.

Respectfully submitted,

A handwritten signature in blue ink, appearing to read 'Marisu Romualdez Abellar'.

Marisu Romualdez Abellar, Commissioner
Government Employee-Management Relations Board