

STATE OF NEVADA

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

May 7, 2026

**MINUTES OF THE MEETING OF THE GOVERNMENT
EMPLOYEE-MANAGEMENT RELATIONS BOARD**
(Meeting No. 26-05)

A hearing of the Government Employee-Management Relations Board, sitting en banc, properly noticed and posted pursuant to the Nevada Open Meeting Law, was held on Monday, May 4, 2026, at 8:30 a.m., and continued Thursday, May 7, 2026, at 8:30 a.m. The hearing was held in the Tahoe Conference Room, located on the fourth floor of the Nevada State Business Center, 3300 W. Sahara Avenue, Las Vegas, NV 89102, and was also accessible virtually via Microsoft Teams.

The following Board members were present:

Michael J. Smith, Board Member
Bruce K. Snyder, Esq., Board Member
Jerry Keating, Board Member

Also present:

Marisu Romualdez Abellar, Commissioner
Kelly Valadez, Executive Assistant
Cathy Zamora, Administrative Assistant II
Ashley Kim, Esq., Attorney General's Office

Members of the Public Present:

Tracy Manning, Court Reporter
Allison Kheel, Esq.
Evan James, Esq.
Jeffrey Allen, Esq.
Brenda Papas
Brenda Marzan
James Eaton
Daniel Fischer
Rita McCarthy

The Board Sitting *En Banc*

The agenda:

1. Opening Items

The meeting on Monday, May 4, 2026, was called to order by Board Member Bruce Snyder at 8:30 a.m. On roll call, Board Member Bruce Snyder, Board Member Michael Smith, and Board Member Jerry Keating were present, establishing quorum. The pledge of allegiance was recited, followed by a moment of silence.

The meeting on Thursday, May 7, 2026, was called to order by Board Member Bruce Snyder at 8:30 a.m.; however, a quorum was not present due to a family emergency involving one of the Board members.

2. Public Comment

No public comment.

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

The hearing was called to order at 8:30 a.m. by Presiding Officer Bruce Snyder. The Presiding Officer confirmed the appearances of the parties.

The parties identified the exhibits intended for submission. Objections to exhibits were stated on the record and considered by the Presiding Officer. Exhibits for which no objections were raised were admitted into evidence. Exhibits to which objections were made were marked accordingly, and rulings on those objections were reserved.

Discussion and arguments were presented regarding the Water Reclamation District Employees Association's ("WRDEA") Response to SEIU's Subpoena Duces Tecum and the Clark County Water Reclamation District's ("District") Motion to Partially Quash the Subpoena. Both motions to quash were taken under advisement.

Opening statements were given by each party. WRDEA attorney made an oral motion to dismiss at the end of WRDEA counsel's opening statement. Witness testimony was taken before the hearing was recessed.

The Board reconvened the meeting and considered and voted on several pending motions. The Board unanimously denied the Motion to Dismiss, finding that factual disputes remained and a full hearing was still necessary. The Board then addressed WRDEA's motion to quash regarding the IRS determination letter. After reviewing the letter in camera and confirming that it had been shared with SEIU, the Board admitted the document into evidence as Exhibit 20. SEIU withdrew Exhibits G and H. The Board noted that admission of the IRS letter was intended to streamline testimony, though WRDEA maintained its relevance objection.

The Board next ruled on the District's motion to quash regarding SEIU's subpoena. The District's responses to Items 9 and 10 were admitted as Exhibits 21 and 22. The Board granted the motion to quash Item 1 under the common-interest theory. Items 6, 7, and 8 were quashed as overbroad and burdensome, with the caveat that specific communications could later be required if testimony established their existence. Item 13 was withdrawn based on the parties' stipulation that David Allen Williams was a manager during the relevant period. For Items 11 and 12, the Board directed the District to provide leave records or testimony regarding whether any employees other than the two identified took leave for meetings on October 7, October 27, and November 12. All related motions were granted or resolved accordingly.

At the conclusion of the final witness's testimony, the Board recessed the hearing to May 7, 2026.

On May 7, 2026, the Board was unable to convene due to a lack of quorum, and the hearing was recessed to a future date to be determined.

4. Additional Period of Public Comment

No Public Comment.

5. Adjournment

There being no additional business to conduct, Board Member Bruce Snyder adjourned the meeting on May 4, 2026. As there was no quorum established on May 7, 2026, Mr. Snyder adjourned the meeting.

Respectfully submitted,

Marisu Romualdez Abellar
EMRB Commissioner