

STATE OF NEVADA

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

May 20, 2026

**MINUTES OF THE MEETING OF THE GOVERNMENT  
EMPLOYEE-MANAGEMENT RELATIONS BOARD**  
(Meeting No. 26-06)

A meeting of the Government Employee-Management Relations Board, sitting *en banc*, properly noticed and posted pursuant to the Nevada Open Meeting Law, was held on Tuesday, May 19, 2026, at 8:30 a.m.; and continued Wednesday, May 20, 2026, at 8:30 a.m. The meeting was held in the Tahoe Conference Room, located on the 4<sup>th</sup> floor of the Nevada State Business Center, 3300 W. Sahara Avenue, Las Vegas, NV 89102. The meeting was also held virtually via TEAMS.

The following Board members were present:

- Brent C. Eckersley, Esq., Chair
- Michael A. Urban, Esq., Vice-Chair
- 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:

- Jordan Walsh, Esq.
- Ben Evans
- Brenda Pappas
- Tara Teegarden
- James Eaton
- Judy Sanderlin
- David Stoff

### **The Board Sitting *En Banc***

The following six items were considered:

**1. Opening Items**

The meeting on Tuesday, May 19, 2026, was called to order at 8:30 a.m. by Chair Brent Eckersley. On roll call, all members were present. Thus, a quorum was present. The pledge of allegiance was recited, followed by a moment of silence.

**2. Public Comment**

No public comment.

**3. Setting of the Annual Assessment Rates**

Commissioner Abellar presented three proposed FY27 assessment rates explaining that the current \$5.00 rate would not meet the approved budget. The recommended \$5.75 rate would fully fund the budget and maintain reserves within the target range.

The Board discussed the combined reserve structure, allocated at 16% for the State and 84% for the local governments, and agreed the recommended rate would provide the needed reserve stability.

Upon motion, the Board voted to adopt the \$5.75 per employee assessment rate for FY27.

**4. FY 2028-29 Strategic Plan**

Commissioner Abellar presented the draft FY28–29 Strategic Plan, which updates the prior plan's framework. Two minor corrections were identified and will be made before submission. The plan is due to the Director's Office by June 1 and will then be forwarded to the Governor's Finance Office. Staff will return the item to the Board if any changes are required following review. No motion was needed.

**5. Additional Proposed Changes to Administrative Rules**

Board Member Bruce Snyder presented an additional regulation amendment to addresses ongoing issues with late subpoena requests causing hearing delays due to insufficient time for service, responses, privilege review, and exhibit preparation.

He proposed two administrative rule changes to NAC 288.279. The revisions strengthen due process consistency by adding rules establishing submission deadlines for the issuance of a subpoena duces tecum; requiring proof that a prior public records attempt for the requested documents was submitted to the government employer, which will be submitted at the time of the subpoena request. Board Member Snyder also recommended a shortened and firm briefing schedule for subpoena disputes (seven days for motion; seven days for opposition; no reply) to ensure resolution before hearings.

He confirmed the board has sanction authority if subpoenaed records are not produced. The rulemaking process was reviewed; Board approval at this meeting allows the proposed changes to be added to the regulatory package submitted to LCB for drafting.

Following LCB drafting, a workshop, public hearing, and Legislative Commission approval are required. All submissions must be completed by June 30.

Upon motion, the Board approved to authorize adding the proposed rule changes to the package submitted to LCB. The motion was clarified as procedural rather than adoption of the regulations.

**6. Case 2024-014**  
**Clark County Defenders Union v. Clark County and Related Counterclaim**

Vice-Chair Michael Urban recused himself from deliberations.

The Board did not reach a decision at this time and continued the matter to the next regularly scheduled Board meeting.

**Panel D**  
(Urban, Smith, Keating)

The following item was for consideration by Panel D:

**7. Case 2025-014**  
**Lander County Classroom Teachers Association v. Lander County School District**

After the conclusion of the hearing held on March 30, 2026, the Board deliberated the matter presented. The Board reviewed the evidence, testimony, and documents submitted by the parties and discussed the issues raised during the proceedings.

Upon motion, the Board found in favor of the Lander County School District.

**The Board Sitting En Banc**

The following five items were considered:

**8. Call to Order the Board *En Banc***

The meeting of Wednesday, May 20, 2026, was called to order by Presiding Officer 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 a quorum.

**9. Public Comment**

No public comment.

**10. 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 parties reported that they had reached a settlement and requested that the prohibited practice complaint be dismissed in accordance with that agreement. The Board confirmed receipt of the settlement agreement. Upon motion, the Board accepted the settlement agreement in Case 2025-028.

The Board then addressed the requirement in the settlement for a three-party bargaining unit election involving SEIU Local 1107, WRDEA, and a “no representative” option. Staff advised that an election plan would be sent to the parties for input, with the matter to return on June 9, 2026, for approval.

A coin toss was held to determine ballot order. SEIU Local 1107 will be listed first, followed by WRDEA, and then the “no representative” option.

Upon motion, the Board ordered the three-party election. SEIU Local 1107 remains the recognized bargaining representative until the election is conducted and certified.

**11. Additional Period of Public Comment**

No Public Comment.

**12. Adjournment**

There being no additional business to conduct on Tuesday, May 19, 2026, the meeting was adjourned and reconvened the next day. The meeting was adjourned again at the conclusion of the meeting on May 20, 2026.

Respectfully submitted,

Marisu Romualdez Abellar  
EMRB Commissioner