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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

ELECTION PLAN

PART ONE: GENERAL INFORMATION

Section 1.01: Parties

The parties to this Plan are the Government Employee-Management Relations Board (EMRB); the Water Reclamation District Employees Association (“WRDEA”); Nevada Service Employees Union, aka SEIU Local 1107 (“SEIU”); and Clark County Water Reclamation District (“CCWRD”).

Section 1.02: Purpose of the Election

The purpose of this election is to determine whether a majority of the employees in the bargaining unit consisting of the Supervisory Employees of the CCWRD desire to be represented for purposes of collective bargaining by WRDEA or SEIU, or, in the alternative, for no representation.

Section 1.03: Governing Rules

All parties shall adhere to the rules of conduct established by the EMRB regarding the election process. However, in the event of a conflict, the provisions of NRS Chapter 288 and NAC Chapter 288 shall prevail.

Section 1.04: Election Standard

1 Pursuant to NRS 288.160(5), the standard shall be the majority of the local government
2 employees in a bargaining unit.

3 **Section 1.05: Election to be Held by Early Mail-In Voting and In-Person**

4 The hybrid voting method, consisting of early voting by mail followed by an in-person election
5 of one (1) day, is designed to increase accessibility and ensure a fair opportunity for all eligible
6 employees to participate. Early voting provides additional flexibility for employees with varied
7 schedules or operational constraints, helping reduce congestion and delays on the main election day.
8 Offering multiple voting opportunities supports neutrality by ensuring that no employee is
9 disadvantaged based on their work assignment or availability. Specifics regarding both the Early
10 Mail-In Method and the In-Person Voting process are set forth in Part Three and Part Four, below.

11 All ballots, regardless of the method used, will be secured, handled, and counted using uniform
12 procedures to ensure ballot integrity and an accurate and reliable result.

13 **Section 1.06: Election Supervision**

14 The election shall be conducted by secret ballot under the supervision of the EMRB
15 Commissioner. The Commissioner shall be assisted by the Board Secretary, who is authorized to
16 exercise all powers and perform all duties of the Commissioner in the Commissioner's absence, and by
17 the Administrative Assistant II.

18 **Section 1.07: Reservation of Rights**

19 Upon the EMRB's certification of the election results as provided in this Plan, any party to the
20 Plan may pursue any right or remedy lawfully available to it before the EMRB and/or any court of
21 competent jurisdiction. In particular, the parties retain all rights to seek judicial review of the election
22 pursuant to NRS 288.160(4) and NAC 288.110.

23 **Section 1.08: Amendment of Election Plan**

24 This Plan may be amended only upon written agreement of the parties and approval of the
25 EMRB. However, subject to the written approval by WRDEA, SEIU and CCWRD, the Commissioner
26 may correct clerical/typographical errors in this Election Plan, including any of the exhibits attached.

27
28

1 **PART TWO: ELIGIBLE VOTERS AND DOCUMENTS RELATED THERETO**

2 **Section 2.01: Eligible Voters**

3 Employees eligible to vote shall include all Supervisory Employees employed by CCWRD as
4 of the date the Board orders the election, except those who quit or were terminated prior to the
5 counting of the ballots, and who were not reinstated before the ballots are counted. For purposes of this
6 election, the term “Supervisory Employees” shall be defined according to the definition set forth in
7 NRS 288.138.

8 All eligible employees shall have the right to vote, or to refrain from voting, free from
9 interference, restraint, or coercion.

10 **Section 2.02: Excel List**

11 The names of employees eligible to vote shall be provided in an Excel list (“Excel List”) to be
12 submitted by CCWRD to the EMRB via e-mail no later than, Thursday, June 11, 2026, at 2:00 p.m.
13 The Excel List shall include each employee’s last name, first name, job title, and the employees’ last
14 known home or mailing address on file [redacted]

15 **NOTE FOR BOARD: SEIU AND CCRWD ARE NOT IN AGREEMENT WITH THIS PROVISION,**
16 **CCRWD ASSERTS THERE IS NO BUSINESS REASON FOR THIS; SEIU ASSERTS IT IS**
17 **COMMON PRACTICE.**

18 Upon receipt, the EMRB will add a column entitled “Key #,” consisting of a unique identifier
19 assigned to each employee, and will transmit the Excel List, including the assigned key numbers, to the
20 WRDEA, SEIU and CCWRD on Monday, June 15, 2026.

21 The parties shall not use or disclose any information contained in the Excel List for any
22 purpose other than the administration of this election. In the event of a public records request for the
23 Excel List, the EMRB will redact employee addresses [redacted] and will treat such information as
24 confidential.

25 **Section 2.03: Supplemental List**

26 The names, addresses and telephone numbers of persons who do not appear on the Excel List,
27 but who receive ballots pursuant to Section 3.02, will be placed on a Supplemental List. No names
28 may be placed on or added to the Supplemental List unless the person has been provided with a ballot

1 kit by 4:00 p.m. on Tuesday, July 7, 2026. The EMRB will provide the Supplemental List to the
2 WRDEA, SEIU and CCWRD by 4:30 p.m. that same day.

3 **Section 2.04: Election Notice**

4 The Commissioner shall e-mail a copy of the Election Notice (**Exhibit 2**) on or before Monday,
5 June 15, 2026, to the CCWRD, who shall, in turn, distribute a system-wide e-mail on or before
6 Wednesday, June 17, 2026, to all Supervisory Employees to advise them of the upcoming election.

7 The CCWRD shall certify, by close of business on Thursday, June 18, 2026, that the system-
8 wide e-mails were sent. In lieu of certification, the CCWRD may blind copy (bcc) emrb@emrb.nv.gov
9 and mabellar@emrb.nv.gov on the distribution.

10 This Election Notice will additionally be sent to each eligible Supervisory Employee voter on
11 Monday, June 22, 2026, to each eligible voter, which may be sent with other election materials mailed
12 pursuant to Section 3.01.

13 **Section 2.05: Campaigning By and To Eligible Voters**

14 The following are the rules related to campaigning:

15 (a) Campaigning by representatives or employees from any party is not allowed on CCWRD
16 property, except in employee breakrooms and lunchrooms, or other areas designated or used as break
17 areas. Campaigning may occur during employees' breaks or lunch periods, or other non-work time,
18 following any CCWRD policies. Conversations between employees about non-work topics during
19 work hours are not considered campaigning if permitted by the employer.

20 Both WRDEA and SEIU representatives may visit specific job sites according to existing site
21 practices, including notice requirements, designated locations, and visit length. They may only speak
22 with interested employees during breaks, lunch, or other non-work time. Representatives who violate
23 these rules may lose access for purposes of campaigning SEIU representatives shall retain access for
24 collective bargaining and for administration of collective bargaining agreements.

25 (b) Campaign materials or literature may not be distributed on CCWRD property—including
26 breakrooms and employee lounges—by employees or representatives of WRDEA or SEIU during
27 working hours.

28

1 voter; (4) a return envelope, pre-addressed and marked with the voter's key number, with first-class
2 postage prepaid

3 With the parties' consent, the EMRB office located at 3300 West Sahara Avenue, Suite 490,
4 Las Vegas, Nevada 89102, shall be the designated return address on the envelope described in item (3).

5 **Section 3.02: Requests for Ballots and Replacement Ballots**

6 If the EMRB is contacted by a prospective voter who reports that he or she has not received a
7 ballot kit or has lost or spoiled the ballot or envelope, the following will occur:

8 (1) If the records of the EMRB show that the prospective voter has never been sent a ballot kit,
9 a ballot kit will be mailed, the name inserted on the Supplemental List, and one of a new series of
10 "key" numbers will be assigned.

11 (2) If the voter has moved, a duplicate ballot kit bearing the old key number plus "DUPL" will
12 be mailed to the voter and the fact that a duplicate ballot kit was sent will be noted on the
13 Supplemental List maintained by the EMRB.

14 (3) If the voter has lost or spoiled the ballot or ballot envelope, the voter will be mailed a
15 duplicate kit bearing the old "key" number plus "DUPL" and the fact that a duplicate ballot kit was
16 mailed will be noted on the Supplemental List maintained by the EMRB.

17 (4) A voter who falls into the categories specified in (1) - (3) above, may alternately personally
18 pick the ballot materials up at the office of the EMRB at 3300 West Sahara Avenue, Suite 490, Las
19 Vegas, Nevada between 8:00 a.m. and 4:30 p.m., Monday through Friday and excluding any legal
20 holidays, through July 7, 2026, at 4:00 p.m. Walk-in requests after 4:00 p.m. will be fulfilled at the
21 discretion of the Commissioner.

22 A voter seeking a ballot pursuant to this section may be required to produce a driver's license
23 or other government-issued picture identification and provide his or her mailing address.

24 **Section 3.03: Receipt of Ballots**

25 All ballots must be returned in the pre-printed return envelope provided under Section 3.01.
26 Any ballot envelope not returned in the pre-printed envelope, but instead in another envelope, shall be
27 set aside, dated, and not included with the other pre-printed return envelopes. These envelopes shall be
28 placed in the **Challenged Ballot Envelope** on the day of counting. See Section 4.04 below.

1 If a ballot envelope is returned in person without the pre-printed return envelope, the EMRB
2 shall verify that the individual returning it is a Supervisory Employee by confirming their
3 identification. A new pre-printed return envelope shall be provided and marked “DUPL” along with
4 the key number originally assigned to that individual.

5 If multiple pre-printed return envelopes share the same key number, any envelope marked
6 “DUPL” will be placed behind the envelope without that designation.

7 On June 18, 2026, at 2:00 p.m. , at least two election officials, one each from SEIU, Local 1107
8 and WRDEA, a representative from the CCWRD and/or their respective attorneys of record, shall
9 inspect the “BALLOT” box to verify that it is empty and suitable for use. Upon completion of the
10 inspection, the officials shall secure the ballot box with a tamper-evident seal and shall initial, sign, or
11 otherwise mark the seal to document the establishment and security of the ballot box.

12 All pre-printed return envelopes received, whether by U.S. mail or in person, will be placed in
13 the secured “BALLOT” box and stored in a locked EMRB conference room. For each return envelope
14 returned during the Early Voting period, the EMRB will mark off the key number received on the
15 Excel List prior to placing it in the “BALLOT” box, which list will be made available to any interested
16 party on the date of the in-person voting. No individual shall be permitted to cast a mail ballot during
17 the in-person voting. The individual must be provided with an in-person ballot.

18
19 **PART FOUR: VOTING IN PERSON**

20 **Section 4.01: Transportation of Early Voting Mailed-In Ballots From EMRB Office**

21 The EMRB shall transport the unopened “BALLOT” box from the EMRB office to the Voting
22 Room on the day of In-Person Voting. The representatives of the parties, including their attorneys of
23 record, may observe the “BALLOT” box being taken from the EMRB office and placed in a vehicle
24 and may follow that vehicle to the location for in-person voting.

25 **Section 4.02: Election Date, Time and Location**

26 There shall be one day of in-person voting, as follows:

27 Clark County Water Reclamation District Wednesday, July 8, 2026, from 2:00pm to 5:00pm,

28 The exact address of the room name or number in which the in-person voting shall take place,

1 to be designated as the Voting Room, shall be provided by CCRWD by June 11, 2026. This
2 information will then be included in the Election Notice to be emailed by CCRWD on June 18, 2026,
3 and mailed by the EMRB on June 22, 2026, to each of the eligible Supervisory Employees **Section**

4 **4.03: Party Representatives and Observers**

5 Each party shall be entitled to have two representatives, including their attorneys of record,
6 present during set-up of the Voting Room. Each party shall also be entitled to two observers who shall
7 be present during the time designated for voting. Nothing in this election plan shall prohibit a party
8 from meeting with their selected observers prior to the date of in-person voting. Each party will notify
9 the other parties and the EMRB of each of the observers on the date of the in-person voting on July 8,
10 2026, at the time the Voting Room is being set up. The CCWRD shall arrange for the appropriate
11 release time to allow the observers to be present during the period(s) of in-person voting and the
12 counting of the ballots. Only non-management employees shall serve as observers. Each party may
13 designate the same two observers for each time period designated for in-person voting or may
14 designate different observers for each time period.

15 No electioneering or campaigning will be permitted at or near the polling place during the hours of
16 voting, nor should any conversation be allowed between an agent of the parties and the voters in the
17 polling area or in the line of employees waiting to vote. Indeed, agents of the parties (other than
18 observers) should not be allowed in the polling area during the election hours.

19
20 **Section 4.04: Release Time to Vote**

21 The CCWRD agrees to provide release time for in-person voting for any eligible voter working
22 at the main facility (or any facility) without loss of pay. The CCWRD may require proper notice for a
23 request for release time. No eligible voter shall be entitled to release time who has previously
24 submitted a ballot by mail.

25 **Section 4.05: Voting Procedure**

26 Each eligible voter who arrives in the Voting Room before the deadline in Section 4.02 and
27 wishes to vote must present either a valid Nevada driver's license or a CCWRD-issued identification
28 card to the Commissioner. After checking the voter's identification, the Commissioner shall consult

1 the Excel List and Supplemental List to confirm whether the voter appears on either list.

2 Any voter to whom a ballot is issued shall sign his or her name in the appropriate space
3 adjacent to the voter's printed name on the Excel List or Supplemental List. Prior to providing the
4 ballot materials to the voter, the Commissioner shall record the assigned key number on the return
5 envelope, followed by the designation "IP," indicating that the ballot is being cast in person.

6 If a voter's name does not appear on either list, the voter must still be given a ballot; however,
7 it must be issued as a challenged ballot. No eligibility decision is made at the time of voting. Any
8 individual who requests a ballot shall receive one automatically as a challenged ballot, unless the
9 person has already been checked off the Excel List because they previously returned a mail ballot. In
10 that case, no additional ballot shall be issued.

11 **Section 4.06: Challenge of Prospective Voters**

12 If any observer disputes the eligibility of a prospective voter to vote, he may state that the voter
13 is challenged. If no challenge to eligibility is asserted at that time, it is deemed waived. In the event of
14 a dispute, the Commissioner shall note on the Excel list that the voter has been challenged. The
15 Commissioner shall write on the ballot envelope (1) the words "Voter Challenged;" (2) the name of the
16 challenged voter, (3) the name of the party challenging the voter, and (4) the reason for the challenge,
17 prior to handing the ballot and ballot envelope to the challenged voter, who shall then be allowed to
18 provisionally vote as any other voter. If the number of ballots of challenged voters is outcome-
19 determinative, the Commissioner will then ascertain the validity of such ballots during the tally of the
20 ballots as described in Part Five below.

21 **Section 4.07: Election Integrity**

22 The Commissioner shall maintain exclusive custody of the blank ballots, the wording of which
23 shall conform to Exhibit "2." The Commissioner shall also retain possession of all ballot envelopes
24 marked "Ballot," as well as the "BALLOT" box transported from the EMRB office. Prior to the
25 commencement of in-person voting, representatives of the parties, including their attorneys of record,
26 shall be permitted to inspect the "BALLOT" box to verify that it has not been opened or otherwise
27 tampered with. Except for the individual casting a vote, no person other than the Commissioner or the
28 Commissioner's designated representative shall handle the "BALLOT" box or any ballots. The

1 Commissioner shall ensure that the “BALLOT” box and all ballots remain in continuous and
2 unobstructed view at all times.

3 4 **PART FIVE: COUNTING OF THE BALLOTS**

5 **Section 5.01: Date, Arrangement of the Counting Room and Persons Therein**

6 The Parties’ representatives and their designated observers may be present at all times during
7 the procedures set forth in Part Five.

8 Immediately after the deadline to cast an in-person ballot passes, the EMRB Commissioner, in
9 the presence of the parties’ representatives and their observers, shall break the seal of the “BALLOT”
10 box in the presence of the parties’ representatives, including their attorneys of record.

11 The return envelopes shall then be arranged in key number order. If two or more return
12 envelopes contain the same key number, then any return envelope with “DUPL” or “IP” after the key
13 number shall be placed behind the return envelope without any such designations.

14 **Section 5.02: Initial Challenge of Voters; Duplicate Return Envelopes**

15 The EMRB Commissioner or her designee(s) shall then read the key number on the first return
16 envelope. At that time any party representative may challenge for good cause the eligibility of that
17 employee to vote in the election. For any challenged voter, the EMRB Commissioner shall note on
18 each challenged return envelope: (1) “Voter Challenged,” (2) the name of the voter, (3) the name of the
19 challenging party, and (4) the reason for the challenge. The EMRB Commissioner shall then impound
20 the unopened return envelope and place it in a Challenged Ballot Envelope. The Challenged Ballot
21 Envelope shall remain in the sole custody of the EMRB Commissioner.

22 If the number of challenged ballots is outcome-determinative, the Commissioner shall review
23 the eligibility of the affected voters and determine whether each challenged ballot shall be counted.

24 If a particular voter has submitted two or more ballots, as indicated by the key number, only the
25 ballot contained in the return envelope bearing the later postmark shall be counted. If postmarks are
26 not discernible, the envelope bearing the later date stamp shall control. Notwithstanding the above, any
27 ballot cast in person shall take precedence over any ballot received by mail.

28 If two or more ballots are received in a single envelope, none of the ballots contained therein

1 shall be counted. All such ballots shall be deemed duplicate ballots and shall be impounded in a
2 Duplicate Ballot Envelope.

3 If any return envelopes bear the same key number, the ballots shall be considered automatically
4 challenged. Following inspection of the postmarks and agreement by the party representatives, the
5 Commissioner shall permit the envelope bearing the later postmark to be counted; if the postmarks are
6 unclear, the envelope with the later date stamp shall control. The envelope permitted to be counted
7 shall be included with the unchallenged envelopes by the Commissioner, and all remaining envelopes
8 shall be impounded in the Challenged Ballot Envelope.

9 **Section 5.03: Opening of Return Envelopes and Multiple Ballots**

10 Once all challenged envelopes have been identified and impounded, and no further challenges
11 remain, the Commissioner, or her designee(s) shall then open, one by one, the ballot envelopes for
12 each ballot not challenged pursuant to Sections 4.06 or 5.02 and shall state for which option he
13 believes the voter cast a ballot. As each ballot is called and displayed for examination by the party
14 representatives, any party representative may challenge the validity of the ballot. A ballot is invalid
15 and subject to challenge if it:

- 16 (a) Is signed by the voter;
- 17 (b) Bears the voter's name or any other means of identifying the voter;
- 18 (c) Is blank or otherwise fails to reflect a vote for any of the choices on the ballot; or
- 19 (d) Denotes a vote for more than one of the choices on the ballot.

20 If no challenge to a ballot is asserted at that time, it is deemed waived. If the validity of a ballot
21 is challenged on any ground as set forth above, it will be tallied as a challenged ballot. The
22 Commissioner shall then write "Challenged" on the bottom of the ballot, along with the name of the
23 party challenging the ballot and the reason for the challenge. The Commissioner shall then write her
24 decision on the ballot.

25 **Section 5.06: Commissioner's Final Tally of Ballots**

26 After all the ballot envelopes have been opened and sorted in the manner described above, the
27 Commissioner, in the presence of the parties' representatives, will then prepare a Final Tally sheet, in
28 the form set forth as Exhibit 3.

1 Any remaining challenged ballots will be those challenged on the ground of voter ineligibility.
2 The Commissioner will not attempt to determine the validity or invalidity of any such ballot. A copy of
3 the tally sheet will be given to each party. A representative for each party will sign the original of the
4 final tally to acknowledge the party's receipt of a copy.

5 **Section 5.07: Miscellaneous Matters Related to the Counting Room**

6 Any person who disrupts the counting process or behaves in a discourteous or unprofessional
7 manner may be removed from the VOTING ROOM at the Commissioner's discretion.

8 The Commissioner may designate areas where food and drink are permitted; however, none
9 may be within five feet of ballots or official election materials. This restriction also applies to pens and
10 markers held by observers or representatives. Electronic devices must be in silent mode (unless
11 medically necessary and authorized), and no photography, video recording, or phone use is allowed
12 while the polls are open.. Attorneys may have writing materials for note-taking.

13 In the event of an emergency requiring evacuation, all individuals must exit in an orderly
14 manner and leave ballots and materials behind. The Commissioner may implement additional security
15 measures as needed.

16 At the conclusion of counting, the Commissioner will ensure the secure storage of all ballots
17 and related documents until otherwise directed by the EMRB or a court.

18
19 **PART SIX: EVENTS SUBSEQUENT TO ELECTION DAY**

20 **Section 6.01: Objections to the Conduct of the Election**

21 The parties may file objections regarding the procedural conduct of the election, any violations
22 of this Plan, or other conduct (including alleged violations of NRS Chapter 288 or NAC Chapter 288)
23 that may have improperly affected the election results. Such objections must be filed in writing with
24 the EMRB within **14 calendar days** after the official **Final Tally of Votes** is filed and must include a
25 brief statement of the facts supporting the objection. The party filing the objection must also serve a
26 copy on each of the other parties. The investigation and resolution of any challenges or objections will
27 be conducted in accordance with the EMRB's rules and regulations.

28 **Section 6.02: Certification of the Election by the Board**

1 The Commissioner shall schedule the matter for Board consideration at the next meeting of the
2 full Board after the expiration of the period in which to object to the conduct of the election. The full
3 Board shall issue a certification of the election results once it concludes its investigation into and issues
4 a final ruling upon all challenges to eligibility and objections as provided for in this Plan.

5 **Section 6.03: Calendars in Exhibit 4**

6 The calendars provided as Exhibit 4 are for reference only. Only conflict between a date on the
7 calendar and the date in this Election Plan shall be resolved in favor of the date in the Election Plan.

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EXHIBIT 1

STATE OF NEVADA
GOVERNMENT EMPLOYEE-MANAGEMENT RELATIONS BOARD

OFFICIAL ELECTION NOTICE

The purpose of this election is to determine which labor organization, if any, is to represent the Supervisory Employees who work for the Clark County Water Reclamation District. There will be three options on the ballot:

- ❖ SEIU, Local 1107
- ❖ Water Reclamation District Employee Association
- ❖ No Union

ELIGIBLE VOTERS

Included: All Supervisory Employees who are employed by the Clark County Water Reclamation District as of **June 9, 2026**.

ELECTION TO BE CONDUCTED BY MAIL AND IN-PERSON

You will be mailed a ballot kit on Monday, June 22, 2026. The ballot kit will be mailed to your home address or any other mailing address on file with the Clark County Water Reclamation District.

Please follow the instructions included in the ballot kit on how to vote by mail. **Your mailed ballot must be received by the EMRB on or before Tuesday, July 7, 2026, at 4:00 p.m.** If you do not receive a ballot kit in the mail, please call the EMRB at 702-486-4505.

You may also vote in-person on the following date, time and location:

Clark County Water Reclamation District: **July 8, 2026, 2:00-5:00 p.m.**

(LOCATION TO BE PROVIDED BY CCRWD BY JUNE 11, 2026)

COUNTING OF BALLOTS

Ballots will be counted on July 8, 2026, immediately following the close of in-person voting in the _____ Room, located at the Clark County Water Reclamation District, _____.

GOVERNMENT EMPLOYEE-MANAGEMENT RELATIONS BOARD

INSTRUCTIONS ON HOW TO VOTE BY MAIL

Your ballot kit contains the following:

1. The envelope that was mailed to you.
2. A return envelope to mail your completed ballot back to the EMRB.
3. A third envelope marked "Ballot."
4. A two-sided document called "Official Election Notice" on one side and "Instructions on How to Vote By Mail" on the reverse side.
5. The actual ballot.

Steps to complete your voting:

1. Mark the ballot with a single mark, such as an X, inside one of the two boxes on the ballot.
2. Do not sign the ballot or leave any other marks which might identify yourself.
3. Seal the marked ballot in the envelope labeled BALLOT.
4. Place the BALLOT envelope inside the return-addressed envelope and seal the envelope.
5. Place the return-addressed envelope in the U.S. mail system. Postage has already been prepaid for you, so there is no need to use a stamp.
6. You may either keep or throw away the envelope sent to you and these instructions.

YOUR BALLOT MUST BE RECEIVED BY THE EMRB BY JULY 7, 2026, AT 4:00 P.M.

**ANY BALLOT RECEIVED BY MAIL AFTER JULY 7, 2026,
WILL NOT BE INCLUDED IN THE FINAL COUNT.**

**ALTERNATIVELY, YOU MAY VOTE IN-PERSON ON
JULY 8, 2026, AS NOTED ON PAGE 1.**

PROHIBITED ACTIONS ("DON'TS")

Eligible voters shall strictly adhere to the following rules:

1. **Do not sign your ballot.**
2. **Do not mark your ballot in any way that could identify you.**
3. **Do not hand-deliver any ballot other than your own.**
4. **Do not mail or hand-deliver your ballot in any envelope other than the specially-marked return envelope provided to you.**
5. **Do not collect ballots from co-workers or combine multiple ballots in a single return envelope, nor place multiple return envelopes into another envelope.** Each ballot must be returned in its designated return envelope.
6. **Do not vote more than once, including by copying materials.** Safeguards are in place to detect and prevent multiple votes by the same individual.

EXHIBIT 2

GOVERNMENT EMPLOYEE-MANAGEMENT RELATIONS BOARD



OFFICIAL SECRET BALLOT
FOR SUPERVISORY EMPLOYEES OF THE
Clark County Water Reclamation District

MARK ONLY
ONE WITH A
OR AN ✕

- SEIU, LOCAL 1107
 WRDEA
 NO UNION

**DO NOT SIGN YOUR NAME TO THIS BALLOT OR
MARK IT IN SUCH A WAY SO AS TO IDENTIFY YOURSELF.
PLEASE SEE IMPORTANT INFORMATION ON REVERSE.**

FRONT OF BALLOT

DRAFT - EX-2



After marking the ballot in the square of your choice, insert the ballot into the Ballot envelope and seal the Ballot envelope.

Then place the Ballot envelope in the return envelope for which postage has been pre-paid and mail that return envelope via the U.S. mail.

If you need to request another ballot, please contact the EMRB at (702) 486-4505.

Your ballot must be received by the EMRB by mail no later than **July 7, 2026, at 4:00 p.m.**

BACK SIDE OF BALLOT

DRAFT - EM2

EXHIBIT 3

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:**

) TBD

FINAL TALLY OF BALLOTS

- Total Number of Eligible Voters: _____
- Total Number of Ballots Cast: _____

BALLOT RESULTS

- Votes **FOR** SEIU LOCAL 1107: _____
- Votes **FOR** WRDEA: _____
- Votes **AGAINST** Representation (NO UNION): _____

TOTAL VOTES CAST

VOTERS CHALLENGED AS INELIGIBLE

- Number of Ineligible Ballots: _____ (See Reverse Side)

INVALID BALLOTS CAST

- Number of Challenged Ballots: _____
- Counted Ballots: FOR SEIU _____ FOR WRDEA _____
- Not Counted _____

CERTIFICATION BY COMMISSIONER:

MARISU ROMUALDEZ ABELLAR

EMRB Commissioner: _____ **Date:** _____

ACKNOWLEDGMENT

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

For SEIU: _____ **Date:** _____

For WRDEA: _____ **Date:** _____

INELIGIBLE BALLOTS:

_____ Duplicate Ballots

DRAFT - EX 3

EXHIBIT 4

June 2026

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1	2	3	4	5	6
7	8	9 BOARD MEETING - ELECTION PLAN APPROVED	10	11 EXCEL LIST AND VOTING ROOM LOCATION DUE FROM CCRWD	12	13
14	15 RETURN EXCEL LIST TO PARTIES WITH KN	16	17	18 BALLOT BOX INSPECTION - 2:00 P.M.	19 HOLIDAY - JUNETEENTH	20
21	22 MAIL OUT BALLOTS	23	24	25	26	27
28	29	30				

DRAFT - EXHIBIT 4

July 2026

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1	2	3 HOLIDAY	4
5	6	7 LAST DAY TO RETURN MAIL OR DROP OFF BY 4PM - SUPP LIST TO PARTIES	8 IN PERSON VOTING 2-5 PM THEN COUNTING OF BALLOTS	9 FILE FINAL TALLY OF BALLOTS	10	11
12	13	14	15	16	17	18
19	20	21	22	23 DEADLINE FOR OBJECTIONS	24	25
26	27	28	29	30	31	1

DRAFT - EXHIBIT 4

August 2026

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1
2	3	4 BOARD MTG - CERTIFY ELECTION RESULTS	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29