

STATE OF NEVADA

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Commissioner

KELLY VALADEZ
Executive Assistant

DEPARTMENT OF BUSINESS AND INDUSTRY
GOVERNMENT EMPLOYEE-MANAGEMENT
RELATIONS BOARD

March 31, 2026

**MINUTES OF THE MEETING OF THE GOVERNMENT
EMPLOYEE-MANAGEMENT RELATIONS BOARD**
(Meeting No. 26-03)

A meeting of the Government Employee-Management Relations Board, sitting *en banc*, as well as Panel A and Panel D, properly noticed and posted pursuant to the Nevada Open Meeting Law, was held on Monday, March 30, 2026, at 8:30 a.m.; and continued Tuesday, March 31, 2026, at 8:30 a.m. The meeting was held in the Carl Dodge Conference Room, located on the 4th floor of the Nevada State Business Center, 3300 W. Sahara Avenue, Suite 490, 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
Jessica Guerra, Esq., Attorney General's Office
Ashley Kim, Esq., Attorney General's Office

Members of the Public Present:

Frank Flaherty, Esq.
Jordan Walsh, Esq.
Nicole Hansen, Court Reporter
Russell Klein
Katherine Vezina
Milena Parker
Sue Matuska
Taylor Drown
Sondra Torgerson
Elisa Stewart
Scott Davis, Esq.

Adam Levine, Esq.
Mark J. Wickman
Sheri Van Horsen
Tara Teegarden, Esq.
Ashley Barkdull
Elisa Diaz
David Stoff
James
Jacque Galiyano
Joshua Kautz
Chaz Lehman
Patricia Hurley
Jeffrey Allen, Esq.
Allison Kheel, Esq.
Matthew Richardson
Paul Cotsonis, Esq.
Ron Dreher, Esq.
Matthew Lee
Dylan Lawter
Chesa L. Flickinger
Judy Sanderlin

The agenda:

1. Opening Items

The meeting on Monday, March 30, 2026, was called to order by Vice-Chair Michael Urban at 8:30 a.m. On roll call, all three members of Panel D were present: Vice-Chair Michael Urban, Board Member Michael Smith, and Board Member Jerry Keating. Thus, a quorum was present. The pledge of allegiance was recited, followed by a moment of silence.

2. Public Comment

No public comment.

PANEL D
(Urban, Smith, Keating)

The following item was for consideration by Panel D:

3. Case 2025-014

Lander County Classroom Teacher's Association v. Lander County School District

The hearing was called to order by Presiding Officer Michael Urban. The parties presented oral argument on the Respondent's Motion in Limine. Following deliberation, the Panel

granted the motion to exclude discussions that occurred during mediation, noting it would assess the relevance of any evidence regarding the mediation outcome if presented during the hearing.

The hearing was completed on March 30, 2026. The parties agreed to submit written closing briefs in lieu of oral argument. The matter was recessed pending submission of closing briefs, due 30 days after receipt of the hearing transcript.

The Board Sitting *En Banc*

4. Opening Items

The meeting on Tuesday, March 31, 2026, was called to order by Chair Brent Eckersley at 8:30 a.m. On roll call, all members were present except Vice Chair Michael Urban, who was not present due to his recusal from Item No. 7. A quorum was established. Vice Chair Urban joined the meeting following the conclusion of Item No. 7.

5. Public Comment

No public comment.

Panel A

(Eckersley, Urban, Keating)

The following item was for consideration by Panel A.

6. Case 2021-005

Las Vegas Police Protective Association v. City of Las Vegas

Panel A deliberated on the Joint Status Report but took no action at this time. The next Joint Status Report is due in 60 days from March 31, 2026, or within ten (10) days of receipt of a decision from the Nevada Supreme Court, whichever occurs first.

7. Case 2024-014

Clark County Defenders Union v. Clark County and Related Counterclaim

The Board heard oral argument on the Clark County Defenders Union's Motion to Implement the District Court's Decision on Judicial Review, with all members present except Vice Chair Michael Urban, who had previously recused himself from this matter.

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

8. Case 2025-021

Washoe County Alternative Sentencing Officers Association v. Washoe County

The parties appeared and presented oral arguments before the Board on Washoe County's Motion to Dismiss Complaint.

Following deliberation and upon motion, the Board granted Washoe County's Motion to Dismiss. The Board noted that certain information and arguments presented were outside the scope of the complaint and were not considered relevant to the motion.

9. Approval of the Minutes

The Commissioner noted two corrections to the draft minutes, specifically to reflect that Vice Chair Urban recused himself from Items 10 and 11. Upon motion, the Board approved the minutes for the February 22, 2026, meeting, as amended.

10. Setting of Future Board Meeting Dates

The Board scheduled June 9, 2026, and July 9, 2026, for general Board business. Scheduling for August and September was tabled until the April 29, 2026, Board meeting.

11. Case 2024-019

Clark County Prosecutors Association v. Clark County

Upon motion, the Board granted a hearing in this matter, which was randomly assigned to Panel A. Following discussion with counsel and their representatives, the parties agreed to schedule the hearing for July 29–30, 2026.

12. 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, consolidated with Nevada Service Employees Union v. Water Reclamation District Employees Association, and Clark County Water Reclamation District

The Board deliberated on the status and progress of the case, the Audit Report, SEIU Local 1107's Request for Information, and the Water Reclamation District Employees Association's Petition for Withdrawal of SEIU Local 1107 as the Exclusive Bargaining Agent. Vice Chair Michael Urban recused himself from deliberation and decision in this matter.

Commissioner Abellar presented the Audit Report regarding the Petition for Withdrawal of Recognition of SEIU Local 1107 ("Petition") filed by the Water Reclamation District Employees Association who seeks an election to be recognized as the exclusive bargaining representative for those employees. The Audit Report reflected that the Petitioner demonstrated 51% support within the unit, while SEIU showed 21% support among employees. The Board did not reach a decision on the request for an election.

Regarding the prohibited practices complaint, upon motion the Board scheduled an evidentiary hearing for May 4–5 and May 7, 2026.

Regarding SEIU's Request for Information, the Board confirmed receipt of CCWRD objection. It was noted that WRDEA did not file an opposition. Upon motion, the Board granted the Request for Information and directed the Commissioner to release the requested information as soon as possible.

13. Case 2026-002

Petition of American Federation of State, County & Municipal Employees, Local 4041

Commissioner Abellar presented the Audit Report regarding the petition filed by AFSCME, Local 4041, seeking an election to be recognized as the exclusive bargaining representative for State Bargaining Unit B. The Audit Report reflects that the petitioner satisfied the requirements of NRS 288.525(1), demonstrating 37.2% support, which exceeds the 30% threshold required to call an election.

Upon motion, the Board ordered that an election be held and approved the Election Plan and associated documents without modification.

13. Case 2026-001

Talal Akkad v. Las Vegas Police Protective Association

The Board deliberated on Respondent Las Vegas Police Protective Association's Motion to Dismiss. Upon motion, the Board dismissed the complaint without prejudice for failure to state a claim, finding that the complaint lacked sufficient factual allegations to permit a determination of the claims asserted. The dismissal was granted with leave to amend.

14. Case 2025-029

Elisa Stewart v. Legacy Traditional School – Nevada, Inc., a Nevada Domestic Nonprofit Corporation and Public Charter Operator, and Vertex Education, LLC, a Foreign Limited Liability Company Registered and Doing Business in the State of Nevada as a Designated Representative/Human Resources and Payroll Administrator LTS – NV, Inc.

The Board deliberated on Complainant's Motion to Deem Allegations Admitted, Preclude Affirmative Defenses, Compel Answer/Order to Show Cause, and Proposed Order; Respondent Vertex Education, LLC's Motion to Dismiss Complainant's Verified Complaint; and Complainant's Consolidated Motion to Enforce NAC 288.220(3) Against Late Filed Answer and Motion to Dismiss and Request for Record Clarification Regarding Any Extension/Leave Order.

Upon motion, the Board dismissed the complaint against Vertex Education, LLC on the basis that the Board lacks jurisdiction over that entity. The complaint against Legacy Traditional School was dismissed without prejudice, allowing the Complainant the opportunity to file an amended complaint. No decision was made regarding the late-filed answer referenced in the motion.

The Board further noted that the alleged issues appear to involve negligence, which would fall within the jurisdiction of civil court, while any claim of intentional conduct would require sufficient factual allegations to be properly considered.

15. Proposed Changes to Administrative Rules

Commissioner Abellar presented a report on the Regulations Workshop held March 19, 2026. One public comment was received regarding proposed amendment No. 6 to NAC 288.340, addressing dissenting and concurring opinions. The comment expressed

concern about allowing Board members to abstain from voting without explanation and the potential implications under Open Meeting Law.

Deputy Attorney General Ashley Kim advised that no statute requires a Board member to vote and identified no legal prohibition against the proposed amendment. Review of relevant statutes indicated that abstentions do not count as votes in favor of an action and may affect quorum calculations, but do not prevent a quorum so long as a majority is present. Under NRS 281A.420, disclosure is required only when abstention is based on specific conflicts of interest; otherwise, no explanation is mandated.

The Board discussed that, as a best practice, members should disclose the basis for abstention when related to a conflict of interest. It was suggested that the proposed language be revised to reference compliance with NRS 281A.420. Additional discussion addressed hypothetical scenarios involving conflicts arising during a hearing and potential procedural implications, including quorum concerns and the need to restart proceedings.

Commissioner Abellar also reported that, during the workshop agenda item for solicitation of additional regulatory proposals, there was a comment that there are currently no regulations governing arbitration procedures under NRS 288.575, despite the statute providing that such procedures are to be established by the Board through regulation.

No changes were made at this time, but revisions to the proposed language will be considered prior to formal drafting.

16. Follow-Up to Action Plan Regarding Board Training

After discussion, the Board scheduled Board Training for July 9, 2026, beginning at 12:00 p.m.

17. Additional Period of Public Comment

No public comment.

18. Adjournment

There being no additional business to conduct, Chair Eckersley adjourned the meeting.

Respectfully submitted,

Marisu Romualdez Abellar
EMRB Commissioner