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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

AUDIT REPORT

NEVADA SERVICE EMPLOYEES UNION,

Complainant,

v.

WATER RECLAMATION DISTRICT
EMPLOYEES ASSOCIATION, and CLARK
COUNTY WATER RECLAMATION DISTRICT,
Respondents.

Consolidated with Case 2025-028

Background Information

On November 17, 2025, the Water Reclamation District Employees Association (“WRDEA”) filed a Petition for Withdrawal of Recognition of SEIU Local 1107 as the Exclusive Bargaining Agent for Supervisory Employees of the Clark County Water Reclamation District (the “Petition”), pursuant to NRS 288.146. The purpose of the Petition is to seek recognition as the exclusive representative of the Supervisory Employees (the “Bargaining Unit” or “BU”) of the Clark County Water Reclamation District (“CCRWD”).

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1 The Petition came before the Board for consideration on February 19, 2026. The Board did not
2 reach a decision at that time. Instead, on February 23, 2026, the Board issued an Order directing
3 WRDEA to provide copies of membership cards for the Bargaining Unit and directing the Respondent,
4 Clark County Water Reclamation District, to provide a complete roster of employees in the Bargaining
5 Unit, along with a separate list identifying those SEIU members for whom dues are currently deducted.
6 These documents were due on March 2, 2026.

7 The following documents were provided to the EMRB:

- 8 1. WRDEA prepared Excel spreadsheet list of employees in the Bargaining Unit who are
9 already members of WRDEA.
- 10 2. Copies of membership cards.
- 11 3. CCRWD prepared list of employees who belong to the Bargaining Unit.
- 12 4. CCWRD prepared list of employees identified as SEIU members for whom dues were being
13 deducted.

14 Separate from the above, the EMRB also requested and received a blank membership card, a
15 copy of which is attached as Exhibit 1.

16 Applicable Law

17 The relevant statute is NRS 288.160, which allows an employee organization to apply for
18 recognition, including the circumstances in which the Board can order an election:

19 **NRS 288.160 Recognition of employee organization: Application for and
20 withdrawal of recognition; exclusive bargaining agent; election.**

21 1. An employee organization may apply to a local government employer for
22 recognition by presenting:

- 23 (a) A copy of its constitution and bylaws, if any;
- 24 (b) A roster of its officers, if any, and representatives; and
- 25 (c) A pledge in writing not to strike against the local government employer under any
26 circumstances.

27 ↪ A local government employer shall not recognize as representative of its employees
28 any employee organization which has not adopted, in a manner valid under its own rules,
the pledge required by paragraph (c).

2. If an employee organization, at or after the time of its application for recognition,
presents a verified membership list showing that it represents a majority of the employees
in a bargaining unit, and if the employee organization is recognized by the local
government employer, it shall be the exclusive bargaining agent of the local government
employees in that bargaining unit.

1 3. A local government employer may withdraw recognition from an employee
2 organization which:

3 (a) Fails to present a copy of each change in its constitution or bylaws, if any, or to
4 give notice of any change in the roster of its officers, if any, and representatives;

5 (b) Disavows its pledge not to strike against the local government employer under
6 any circumstances;

7 (c) Ceases to be supported by a majority of the local government employees in the
8 bargaining unit for which it is recognized; or

9 (d) Fails to negotiate in good faith with the local government employer,
10 ↪ if it first receives the written permission of the Board.

11 4. If the Board in good faith doubts whether any employee organization is
12 supported by a majority of the local government employees in a particular bargaining
13 unit, it may conduct an election by secret ballot upon the question. Subject to judicial
14 review, the decision of the Board is binding upon the local government employer and all
15 employee organizations involved.

16 5. The parties may agree in writing, without appealing to the Board, to hold a
17 representative election to determine whether an employee organization represents the
18 majority of the local government employees in a bargaining unit. Participation by the
19 Board and its staff in an agreed election is subject to the approval of the Board.

20 (Added to NRS by 1969, 1378; A 1971, 1504; 1975, 921; 1977, 1366; 1983, 1624)

21 Additionally, NAC 288.146 sets forth the procedure by which a petition may be filed to
22 challenge the recognition of an existing bargaining employee organization. This provision establishes
23 the procedural framework governing both the filing of such a petition and the Board's consideration of
24 the challenge. As noted on page 1 above, the Petition was filed on November 17, 2025.

25 **NAC 288.146 Withdrawal of recognition of organization upon petition by another
26 employee organization. (NRS 288.110, 288.180)**

27 1. During the term of an existing labor agreement which covers a period of not more
28 than 3 years and during negotiations for a successor agreement through fact-finding or
binding arbitration, or both, recognition of an employee organization may be withdrawn
at the request of another employee organization if the Board has determined, pursuant to
a hearing requested during a period specified in subsection 2, that the recognized
employee organization has ceased to be supported by a majority of the local government
employees in the bargaining unit for which it is recognized.

2. An employee organization may challenge recognition of another employee
organization by filing with the Board a petition for a hearing to determine whether a
recognized employee organization has ceased to be supported by a majority of the local
government employees in a bargaining unit. The petition must be filed in the form of a
pleading and may only be filed during the period:

(a) Beginning upon the filing of notice by the recognized employee organization
pursuant to NRS 288.180 of its desire to negotiate a successor agreement and ending
upon the commencement of negotiations for such an agreement; or

(b) Beginning 242 days before the expiration date of the existing labor agreement and
ending 212 days before the expiration of the labor agreement.

1 (Added to NAC by Local Gov't Employee-Mgt. Rel. Bd., eff. 3-11-96; A by R135-03,
2 10-30-2003)

3 **Methodology**

4 The WRDEA Excel spreadsheet ("List") and copies of membership application cards ("Cards")
5 were received on February 24, 2026. Prior to March 2, 2026, an additional card and amended list were
6 received from WRDEA on February 26, 2026.

7 The CCWRD lists consisting of the employee roster ("CCWRD Roster") and the BU dues list
8 ("Dues List") were both dated as of February 19, 2026, and received on March 2, 2026.

9 For individuals whom WRDEA contends were members, staff first reviewed whether the
10 employee listed appeared on the CCWRD Roster. For those names that were on both the List and on the
11 CCWRD Roster, these names were then cross-checked against the Cards, which were also reviewed for
12 both a date within the prior 12 months as well as a signature on the card.

13 **Limitations on the Audit**

14 The audit was limited to a review of the membership cards, the spreadsheet provided by
15 WRDEA, and the spreadsheets provided by CCWRD. The scope of this audit does not extend to
16 verification of the authenticity of any signatures on the membership cards, nor did staff conduct
17 interviews with signatories to determine whether any signature may have been obtained improperly or
18 in violation of applicable law.

19 **Audit Results**

20 The CCWRD Roster shows 39 members in the bargaining unit. WRDEA claimed 21 members
21 and submitted 21 authorization cards; one individual was not found on the CCWRD Roster, resulting in
22 20 employees for whom credit is recommended. With 20 valid cards out of 39 employees, EMRB staff
23 concluded that WRDEA has demonstrated support from 51% of the unit. Additionally, the Dues List
24 indicates that 21% of employees currently have dues deducted by CCWRD on behalf of SEIU.

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Summary

Both NRS 288.160 and NAC 288.146 outline the requirements governing the Board's consideration of a petition when an employee organization challenges the recognition of another employee organization. This Audit Report is limited to an analysis of the documents submitted and is intended solely to assist the Board in its review and consideration of the Petition.

DATED this 12th day of March 2026.

GOVERNMENT EMPLOYEE-
MANAGEMENT RELATIONS BOARD

By: 
MARISU ROMUALDEZ ABELLAR
Commissioner

EXHIBIT 1

MEMBERSHIP APPLICATION

of
WATER RECLAMATION DISTRICT EMPLOYEES ASSOCIATION, Inc.

1. Applicant Information:

Full Legal Name: _____

Work Email: _____

Work Phone: _____

Personal Email: _____

Personal Phone: _____

2. Membership Authorization and Dues:

_____ (INITIAL HERE) I hereby apply for membership in the WATER RECLAMATION DISTRICT EMPLOYEES ASSOCIATION, Inc. and agree to abide by its constitution and bylaws.

_____ (INITIAL HERE) I understand that membership dues will need to be made in person with the Treasurer per the established cycle.

3. WATER RECLAMATION DISTRICT EMPLOYEES ASSOCIATION, Inc. Mission Statement:

This corporation is organized exclusively for the purposes permitted of a labor organization under Section 501(c)(5) of the Internal Revenue Code, to promote the betterment of conditions of those engaged in the pursuits of labor by collective bargaining with employers, representing members in labor relations and grievances, conducting related education and advocacy, and engaging in lawful lobbying and other activities permitted of organizations exempt under Section 501(c)(5). The corporation shall have all powers necessary and appropriate for the accomplishment of these purposes.

4. Signature:

Signature: _____

Date: _____

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CERTIFICATE OF MAILING

I hereby certify that I am an employee of the Government Employee-Management Relations Board, and that on the 12th day of March 2026, I served a copy of the foregoing **AUDIT REPORT WITH EXHIBIT 1** by mailing a copy thereof, postage prepaid to:

Jeffrey F. Allen, Esq.
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Las Vegas, NV 89117



KELLY VALADEZ
Executive Assistant