

FILED
March 3, 2026
State of Nevada
E.M.R.B.
6:30 a.m.

1 Nathan R. Ring, Esq.
Nevada Bar No. 12078
2 Alex Velto.
Nevada Bar No. 14961
3 Reese Ring Velto, PLLC
3100 W. Charleston Blvd., Suite 208
4 Las Vegas, NV 89103
nathan@rrvlawyers.com
5 alex@rrvlawyers.com
Attorneys for AFSCME, Local 4041

6 STATE OF NEVADA

7 GOVERNMENT EMPLOYEE-MANAGEMENT RELATIONS BOARD

8 AMERICAN FEDERATION OF STATE,
9 COUNTY & MUNICIPAL EMPLOYEES,
10 LOCAL 4041,

11 Petitioner

CASE NO.: 2026-002

Application for Designation of AFSCME,
Local 4041 as Exclusive Representative of
Bargaining Unit B

12
13
14
15 Petitioner, AMERICAN FEDERATION OF STATE, COUNTY & MUNICIPAL
16 EMPLOYEES, LOCAL 4041, (“AFSCME” or “the Union”), by and through its undersigned
17 counsel of record, and pursuant to NRS 288.160, NRS 288.520, and NAC 288.143, hereby
18 submits this Application for Designation of AFSCME, Local 4041 as Exclusive
19 Representative of Bargaining Unit B.

20 AFSCME submits concurrent with this Petition: (1) a spreadsheet showing its support
21 within Unit B from current members who will be part of the proposed bargaining unit,
22 including name, job title, and if they are employed by State or NSHE and a list with the same
23 information of individuals who will be in the bargaining unit that have completed
24 representation conversion cards but are not yet members; (2) files of all signed representative
25 conversion cards in the same order as the representative conversion cards; (3) a blank copy of
26 the representative conversion cards and membership cards in a hard copy format and a printed
27 version from AFSCME’s website; and (4) an affidavit signed by AFSCME Administrator,

1 Candelario "Lalo" Macias, that the membership list and corresponding documents are correct
2 and accurate and the online and hard copy representation conversion cards and membership
3 cards are the legitimate and recognized method of enrolling in and showing support for
4 AFSCME. The attachments to this document are as follows:

- 5 A. Declaration of Candelario "Lalo" Macias
- 6 B. Blank Membership and Authorization Cards in Hard Copy and Printed Online
7 Format¹

8 Under applicable law, an election shall be conducted based on the support of AFSCME
9 amongst the bargaining unit employees in Unit B. NRS 288.525 sets the requirements for
10 designating labor organizations as exclusive representatives for bargaining units following an
11 election. Pursuant to that statute, If no labor organization is designated as the exclusive
12 representative of a bargaining unit, the Board shall order an election to be conducted within the
13 bargaining unit if...[a] labor organization files with the Board a written request for an election
14 which includes a list of its membership or other evidence showing that it has been authorized
15 to serve as a representative by at least 30 percent but not more than 50 percent of the
16 employees within the bargaining unit. NRS 288.525(1)(a). Here, no labor organization has
17 been designated as representative of Unit B and AFSCME is presenting documentary evidence
18 with this application demonstrating support of at least 30 percent and not more than 50 percent
19 of the employees within bargaining Unit B.

20 AFSCME seeks designation as the exclusive bargaining representative of the
21 bargaining unit designated in statute and administrative regulation as Unit B, including the
22 following class of employees: "Administrative and clerical employees, including, without
23 limitation, legal support staff and employees whose work involves general office work, or
24 keeping or examining records and accounts." NRS 288.515(1)(b). The unit is further defined in
25

26 ¹ In addition to Exhibits A and B, AFSCME is submitting its signed conversion and membership cards to the
27 EMRB contemporaneously with this petition. Also submitted under separate cover is a spreadsheet containing
information on membership and support through conversion cards for AFSCME in Unit B.

1 regulation as follows: “For the purposes of paragraph (b) of subsection 1 of [NRS 288.515](#), the
2 administrative and clerical employees bargaining unit is hereby established. The unit includes
3 employees whose primary job responsibility involves the performance of work that is repetitive
4 in nature but is not primarily physical, including, without limitation, administrative assistants,
5 accounting assistants and legal secretaries. The unit excludes supervisory employees.” NAC
6 288.108(2).

7 The cards submitted contemporaneously with this petition and the spreadsheet
8 submitted as Exhibit B demonstrate that AFSCME has support of over forty-percent (40%) of
9 eligible bargaining unit members based on recent employment data from the State.²

10 ///

11 ///

12 ///

13

14

15

16

17

18

19

20

21

22

23

24

25

26

27

²Other than the Declaration of Candelario “Lalo” Macias, which is filed concurrently with this Petition, the remaining exhibits will be hand delivered to the EMRB this morning, then served upon opposing parties.

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27

CONCLUSION

AFSCME seeks an election to be conducted by the Board, which would designate AFSCME as the exclusive bargaining representative within Unit B.

DATED this 3rd day of March, 2026.

Reese Ring Velto, PLLC

/s/ Nathan R. Ring
Nathan R. Ring, Esq.
Nevada State Bar No. 12078
Alex Velto, Esq.
Nevada State Bar No. 14961
Reese Ring Velto, PLLC
3100 W. Charleston Blvd., Suite 208
Las Vegas, Nevada 89102
nathan@rrvlawyers.com
alex@rrvlawyers.com

1 **CERTIFICATE OF SERVICE**

2 Pursuant to NAC 288.200(2), I certify that I am an employee of the law firm of Reese
3 Ring Velto, LLC and that on the 3rd day of March, 2026, I deposited for mailing, by certified
4 U.S. Mail with postage prepaid (along with added service via email), a true and correct copy of
5 this **Application for Designation of AFSCME, Local 4041 as Exclusive Representative of**
6 **Bargaining Unit B** to:

7 Bachera Washington
8 Administrator DHRM
9 State of Nevada
7251 Amigo Street, Suite 120
Las Vegas, NV 89119

10 Matthew Lee, DHRM
11 State of Nevada
12 100 North Stewart St., Suite 200
Carson City, NV 89701

13 With a copy to:

14
15 Josh M. Reid, Esq.
16 Office of the Attorney General
555 E. Washington Avenue, Suite 3900
17 Las Vegas, NV 89101
18 *jmreid@ag.nv.gov*

19 /s/ Rachael Chavez
20 An employee of Reese Ring Velto, PLLC

**Declaration of Candelario Macias in Support of
Application for Designation of AFSCME, Local 4041
as Exclusive Representative of Bargaining Unit B**

FILED
March 3, 2026
State of Nevada
E.M.R.B.
6:30 a.m.

1 Nathan R. Ring, Esq.
Nevada Bar No. 12078
2 Alex Velto, Esq.
Nevada Bar No. 14961
3 Reese Ring Velto, PLLC
3100 W. Charleston Blvd., Suite 208
4 Las Vegas, NV 89103
nathan@rrvlawyers.com
5 alex@rrvlawyers.com
Attorneys for AFSCME, Local 4041

6 STATE OF NEVADA

7 GOVERNMENT EMPLOYEE-MANAGEMENT RELATIONS BOARD

8 AMERICAN FEDERATION OF STATE,
9 COUNTY & MUNICIPAL EMPLOYEES,
10 LOCAL 4041,

11 Petitioner

CASE NO.: 2026-002

Declaration of Candelario Macias in
Support of Application for Designation of
AFSCME, Local 4041 as Exclusive
Representative of Bargaining Unit B

12
13
14 I, Candelario Macias, declare and state as follows:

15 1. I make this declaration based upon my personal knowledge except as to those
16 matters stated upon information and belief and as to those matters, I believe them to be true to
17 the best of my ability and knowledge.

18 2. I am over the age of eighteen years and am competent to testify if called before
19 the Nevada Government Employee Management Relations Board to do so.

20 3. I am the Administrator of the Petitioner, AMERICAN FEDERATION OF
21 STATE, COUNTY & MUNICIPAL EMPLOYEES, LOCAL 4041, ("AFSCME" or "the
22 Union"), in this matter.

23 4. In its petition filed along with this declaration, AFSCME is providing the
24 EMRB with a showing of support of at least thirty-percent (30%) of those individuals
25 employed within Unit B under NRS 288.515(1)(b).
26
27







2026.2.23 Lalo Declaration in Support of AFSCME Petition for Unit B

Final Audit Report

2026-02-23

Created:	2026-02-23
By:	Rachael Chavez (rachael@rvlawyers.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAAsUj3VRUULrJg8u5_uj5aE3V2DCKGpnJ

"2026.2.23 Lalo Declaration in Support of AFSCME Petition for Unit B" History

-  Document created by Rachael Chavez (rachael@rvlawyers.com)
2026-02-23 - 11:30:22 PM GMT
-  Document emailed to Lalo Macias (lmacias@afscme.org) for signature
2026-02-23 - 11:30:25 PM GMT
-  Email viewed by Lalo Macias (lmacias@afscme.org)
2026-02-23 - 11:30:38 PM GMT
-  Signer Lalo Macias (lmacias@afscme.org) entered name at signing as Candelario Macias
2026-02-23 - 11:31:45 PM GMT
-  Document e-signed by Candelario Macias (lmacias@afscme.org)
Signature Date: 2026-02-23 - 11:31:47 PM GMT - Time Source: server
-  Agreement completed.
2026-02-23 - 11:31:47 PM GMT

Audit Report re Unit B

STATE OF NEVADA
GOVERNMENT EMPLOYEE-MANAGEMENT
RELATIONS BOARD

AMERICAN FEDERATION OF STATE,
COUNTY & MUNICIPAL EMPLOYEES,
LOCAL 4041,

Case No. 2026-002

Petitioner.

AUDIT REPORT

Background Information

On March 3, 2026, the American Federation of State, County and Municipal Employees, Local 4041 (“AFSCME”) filed a Petition pursuant to NRS 288.525 seeking designation as the exclusive representative of Bargaining Unit B (“Petition”).

The Petition seeks recognition of AFSCME, Local 4041 as the exclusive representative of employees in Unit B, which consists of clerical and administrative employees employed by the State and the Nevada System of Higher Education (“NSHE”). A list of the job classifications included in Unit B is attached as Exhibit 1.

Also submitted by AFSCME concurrent with the Request for Election were the following:

1. Two Excel spreadsheets identifying Unit B employees who are either current AFSCME members or have signed authorization (conversion) cards. The spreadsheets indicate, for each individual, membership or conversion card status and whether the employee is employed by the State or NSHE (collectively, the “AFSCME List”).
2. Three (3) binders containing copies of Membership Cards;
3. Six (6) binders containing copies of Conversion Cards; and
4. A Declaration of Candelario Macias in support of the Petition stating that the materials provided were authentic and correct.

///

1 Separately, the EMRB received clean copies of the Membership Card and the Conversion Card,
2 as well as printouts of the corresponding online forms. These documents are attached as Exhibit 2.

3 Applicable Law

4 The relevant statute is NRS 288.525. Section 1 speaks to the situation in which a bargaining unit
5 does not have a labor organization designated as an exclusive representative. Conversely, section 2
6 addresses the situation in which a bargaining unit already has a labor organization designated as an
7 exclusive representative. Section 1 applies in this instance as Unit B is currently unrepresented.

8 **NRS 288.525 Requirements for designating labor organization as exclusive representative for bargaining unit following election.**

9 1. If no labor organization is designated as the exclusive representative of a
10 bargaining unit, the Board shall order an election to be conducted within the bargaining
unit if:

11 (a) A labor organization files with the Board a written request for an election
12 which includes a list of its membership or other evidence showing that it has been
authorized to serve as a representative by at least 30 percent but not more than 50 percent
of the employees within the bargaining unit; and

13 (b) No other election to choose, change or discontinue representation has been
14 conducted within the bargaining unit during the immediately preceding 12 months.

15 2. If the Board designates a labor organization as the exclusive representative of a
bargaining unit following an election pursuant to subsection 1 or pursuant to NRS
288.520, the Board shall order an election:

16 (a) If either:

17 (1) Another labor organization files with the Board a written request for an
election which includes a list of its membership or other evidence showing that the labor
18 organization has been authorized to serve as a representative by at least 50 percent of the
employees within the bargaining unit; or

19 (2) A group of employees within the bargaining unit files with the Board a
written request for an election which includes a list or other evidence showing that more
20 than 50 percent of the employees within the bargaining unit have requested that an
election be conducted to change or discontinue representation;

21 (b) If applicable, the request filed pursuant to paragraph (a) is filed not more than
22 270 days and not less than 225 days before the date on which the current collective
bargaining agreement in effect for the bargaining unit expires; and

23 (c) If no other election to choose, change or discontinue representation has been
24 conducted within the bargaining unit during the immediately preceding 12 months.

25 Methodology

26 In addition to the documents submitted by AFSCME, staff obtained four additional documents:
27 two from the State and two from NSHE.

28 1. **State Master Roster (March 3, 2026)** – A spreadsheet of all classified employees employed by

1 the State, including names, job titles, and codes. From this document, staff extracted the relevant
2 Unit B job classifications to create the **State Unit B Roster**.

3 2. **State Dues List** (March 11, 2026) – A spreadsheet of all classified employees with AFSCME
4 dues withheld. This document is entitled the **State Unit B Dues List**.

5 3. **NSHE Master Roster** (March 6, 2026) – A spreadsheet of all classified employees employed by
6 NSHE, including names, job titles, and codes. From this document, staff extracted the relevant
7 Unit B job classifications to create the **NSHE Unit B Roster**.

8 4. **NSHE Dues List** (March 17, 2026) – A spreadsheet of all classified employees with AFSCME
9 dues withheld, entitled the **NSHE Unit B Dues List**.

10 These documents, together with those submitted by AFSCME, were reviewed and analyzed by
11 staff to compile accurate Unit B rosters and dues lists, including employee names, job titles, and
12 classifications, to assist the Board in its consideration of the Petition.

13 For individuals that AFSCME contends were members, staff first verified whether the employee
14 appeared on either the **State Unit B Roster** or the **NSHE Unit B Roster**. For those included on a roster,
15 EMRB staff then confirmed whether the employee was having dues deducted by the State or NSHE by
16 reviewing the **State Unit B Dues List** and the **NSHE Unit B Dues List**.

17 For individuals that AFSCME contends were not yet members but had duly signed a conversion
18 card (or a printout of an electronic conversion card), staff first verified that a conversion card existed for
19 each name on the AFSCME List. In this review, EMRB staff identified one individual who had signed
20 multiple conversion cards; in such cases, the most recently signed card was used. Staff then confirmed
21 whether each employee also appeared on the **State Unit B Roster** or the **NSHE Unit B Roster**.

22 Each conversion card was further reviewed to ensure it included a signature and was dated
23 within the prior 12 months. Staff recorded any conversion cards dated more than 12 months ago, which
24 are addressed in the Results table below.

25 ///

26 ///

27 ///

28 ///

1 **Limitations on the Audit**

2 The Audit was limited to a review of the conversion cards, the documents submitted by
3 AFSCME, and the spreadsheets provided by the State and NSHE. It did not include verification of the
4 authenticity of any signatures on the authorization cards, nor did staff conduct interviews with
5 employees to assess whether any signature may have been unlawfully obtained. Accordingly, the Audit
6 was confined solely to an administrative review of the submitted materials.

7 **Audit Results**

8 **Table 1: Size of Bargaining Unit B**

Total Count from State Unit B Roster	2432
Total Count from NSHE Unit B Roster	1093
TOTAL NUMBER OF EMPLOYEES IN UNIT B	3525

11 **Table 2: Results of the Audit with Respect to the State Proper**

CATEGORY	MEMBERS	CARDS	TOTAL
Total Count Claimed by AFSCME ¹	342	733	1075
Less: Those Not Found on State Unit B Roster	(6)	(83)	(89)
Less: Those Listed as Both Members and as a Card ²		(16)	(16)
Less: Those Without a Conversion Card ³		(4)	(4)
Less: Date Older Than One Year on Conversion Card ⁴		(9)	(9)
Less: Those Not Found on the State Unit B Dues List ⁵	(1)		(1)
Total Number for Which Credit is Recommended	335	621	956

18 _____
19 ¹ AFSCME originally identified 731 State of Nevada individuals on its conversion list. During the review of the
20 conversion cards, two additional signed cards were identified that were not on the AFSCME List and were
subsequently added to the AFSCME total.

21 ² When the AFSCME List was sorted by last and first name, it became apparent that some individuals on the
22 AFSCME List appeared twice—once for a conversion card and once for a membership card. These duplicates
23 were reviewed, and the conversion cards were removed from the count, with the individuals counted only as
members.

24 ³ Five individuals listed on the AFSCME List as having signed a conversion card—four State employees and one
NSHE employee—did not have a corresponding card in the binders provided by AFSCME.

25 ⁴ Twelve (12) conversion cards were dated more than one year prior to March 3, 2026, the filing date of the
26 Petition. One card, dated within approximately two months of the one-year threshold, was credited. The
remaining eleven (11), dated in 2023 and 2024, were discounted. Of those eleven, two (2) had already been
27 excluded due to other anomalies, resulting in a final exclusion of nine (9) cards.

28 ⁵ Seven (7) names were identified as not appearing on the State dues list; however, six (6) of those had already
been excluded due to other anomalies.

Table 3: Results of the Audit with Respect to NSHE

CATEGORY	MEMBERS	CARDS	TOTAL
Total Count Claimed by AFSCME	109	275	384
Less: Those Not Found on NSHE Unit B Roster	(3)	(20)	(23)
Less: Those Listed as Both Members and as a Card ⁶		(2)	(2)
Less: Those Without a Conversion Card (see Note 3)		(1)	(1)
Less: Date Older Than One Year on Conversion Card ⁷		(2)	(2)
Less: Those Not Found on the State Unit B Dues List ⁸			
Total Number for Which Credit is Recommended	106	250	356

Table 4: Summary Table

CATEGORY	CREDIT	SIZE	PERCENT
State	956	2432	
NSHE	356	1093	
Totals	1312	3525	37.2%

It should be noted that the NSHE Unit B roster includes eight employees designated as hourly, and it will be at the Board's discretion whether to include them.

Summary

NRS 288.525(1) sets forth two requirements for the Board to call an election when no labor organization is currently designated as the exclusive representative for a bargaining unit.

First, a labor organization must submit a request for an election and provide evidence demonstrating that it is authorized to represent at least 30 percent, but not more than 50 percent, of the employees in the bargaining unit. Staff review indicates that AFSCME has demonstrated an authorization percentage of 37.2 percent.

⁶ When the AFSCME List was sorted by last name and first name, rather than by member or conversion card, it became apparent that some individuals on the AFSCME List were listed twice—once for a conversion card and once for a membership card. These duplicates were reviewed, and the associated conversion cards were excluded from the count, with those individuals counted only as members.

⁷ Two cards were dated in 2023 and were therefore discounted.

⁸ Three individuals listed on the AFSCME List were not reflected on the NSHE Dues List; however, these individuals had already been excluded for not appearing on the NSHE Unit B roster.

1 Second, no election concerning representation of the bargaining unit may have occurred within
2 the preceding twelve (12) months. Staff confirmed that no such election has taken place for the
3 bargaining unit in question during that period.

4 This Audit Report is limited to an analysis of the submitted documents and is intended solely to
5 assist the Board in its consideration of the Petition. It should not be construed as a final determination of
6 the Petition's merits.

7 DATED 23rd day of March 2026.

8 GOVERNMENT EMPLOYEE-
9 MANAGEMENT RELATIONS BOARD

10 By: 
11 MARISU ROMUALDEZ ABELLAR
12 Commissioner

EXHIBIT 1

Administrative and clerical employees, including, without limitation, employees whose work involves general office work, or keeping or examining records and accounts. (sorted by title code)

Title Code	Job/Position Title	BU	Union
2.131	Student Worker	B	TBD
2.153	Legal Secretary II	B	TBD
2.156	Legal Secretary I	B	TBD
2.158	Legal Secretary Trainee	B	TBD
2.209	Executive Assistant	B	TBD
2.21	Administrative Assistant IV	B	TBD
2.211	Administrative Assistant III	B	TBD
2.212	Administrative Assistant II	B	TBD
2.213	Administrative Assistant I	B	TBD
2.221	Administrative Aid	B	TBD
2.222	Clerical Trainee	B	TBD
2.226	Admissions/Records Assistant III	B	TBD
2.227	Admissions/Records Assistant II	B	TBD
2.228	Admissions/Records Assistant I	B	TBD
2.301	Accounting Assistant III	B	TBD
2.303	Accounting Assistant II	B	TBD
2.306	Accounting Assistant I	B	TBD
2.824	Supply Technician II	B	TBD
2.827	Supply Assistant	B	TBD
2.836	Supply Technician I	B	TBD
4.118	Library Assistant III	B	TBD
4.119	Library Assistant II	B	TBD
4.12	Library Assistant I	B	TBD
7.653	Public Service Intern II	B	TBD
7.665	Public Service Intern I	B	TBD
7.67	Fleet Specialist II	B	TBD
7.671	Fleet Specialist I	B	TBD
7.673	Career Aid IV	B	TBD
7.675	Career Aid III	B	TBD
7.677	Career Aid II	B	TBD
7.679	Career Aid I	B	TBD
7.819	Retail Storekeeper III	B	TBD
7.82	Retail Storekeeper II	B	TBD
7.821	Retail Storekeeper I	B	TBD
7.846	Museum Attendant II	B	TBD
7.847	Museum Attendant I	B	TBD
10.234	Health Info Coordinator I	B	TBD
10.246	Health Info Coordinator Trainee	B	TBD
12.517	Correctional Assistant	B	TBD

EXHIBIT 2



AFSCME Local 4041, AFL-CIO

AFSCME Conversion Card

I hereby apply for membership in AFSCME, Local 4041, and its successor or assign (hereafter the "Union"), and I agree to abide by its Constitution and Bylaws. I authorize the Union to act as my exclusive bargaining representative for purposes of collective bargaining with respect to wages, hours and other terms and conditions of employment with my Employer. This card may be used to establish or obtain recognition of the Union with my Employer, with or without an election. Upon the Union being designated as the exclusive representative for my designated bargaining unit, I hereby voluntarily authorize and direct my Employer to deduct from my pay each pay period, regardless of whether I am or remain a member of the Union, the amount of dues certified by the Union, and as they may be adjusted periodically by the Union, and to authorize my Employer to remit such amount monthly to the Union. This voluntary authorization and assignment shall be irrevocable, regardless of whether I am or remain a member of the Union, and for a period of one year from the date of execution, and for year to year thereafter unless I give the Union written notice of revocation not less than ten (10) days and not more than twenty (20) days before the anniversary date of this authorization. This card supersedes any prior check-off authorization card I signed. I recognize that my authorization of dues deductions, and the continuation of such authorization from one year to the next, is voluntary and not a condition of my employment. Payment to the Union are not deductible as charitable donations for federal income tax purposes. However, state law may extend favored tax treatment.

Signature _____ Date _____

Last Name _____ First Name _____ MI _____ Date of Birth _____

Street Address _____

City _____ State _____ Zip _____

Billing Address (If Different From Street Address) _____

Cell Phone* _____ Personal Email _____

Name of Employer _____ EIN _____ Date of Hire _____

Department _____ Worksite _____ Job Classification _____

*By providing my cell phone number and email address, I understand that the Union and its affiliates may use automated email, calling technologies, and/or text message me on my cell phone on a periodic basis. The Union will not charge for text message alerts; carrier message and data rates may apply to such texts.

OFFICE USE ONLY

Return to 601 S. Rancho Drive, Suite C-24,
Las Vegas, NV 89106





Membership Card



AFSCME Local 4041, AFL-CIO
Yes! I am AFSCME Strong. I want a strong voice at work and in my community.
AFSCME Membership and Dues Authorization

First Name

Middle Initial

Last Name

Home Street Address

Apartment, Suite, etc.

City

State

Nevada

ZIP/Postal Code

Birthdate

mm/dd/yyyy

Registered Voter (Y/N)

Yes

No

EMPLOYER

- Select -

Department

Job Classification

Worksite

EIN

Please enter your 9-digit Employee Number

Date of Hire

mm/dd/yyyy

Personal Email

Cell Phone †

† By providing my cell phone number I consent to receive calls (including recorded or automated calls, or texts) at that number from AFSCME and its affiliated labor, political and charitable organizations on any subject matter. My carrier's rates may apply. I may modify my preferences at <https://www.afscme.org/tops>.

Authorization

I hereby choose to become a member of AFSCME, and to abide by its constitution and bylaws. By signing below, I authorize my employer to deduct from my pay the membership dues and benefit program payments established by AFSCME Local 4041 currently and as may be modified in the future. Membership dues are currently 1% of base compensation pay before taxes per

Signature

Please sign using your mouse or your finger on a touchscreen.

E

EAS



AFSCME Local 4041, AFL-CIO Conversion Card

YES! I am AFSCME Strong. I want a strong voice at work and in my community.

First Name

Middle Initial

Last Name

Street Address

Apartment, Suite, etc.

City

State

- Select -

ZIP/Postal Code

EMPLOYER

- Select -

Department

Job Classification

Worksite

EIN

Date of Hire

mm/dd/yyyy

Personal Email**Cell Phone †**

† By providing my cell phone number and email address, I understand that the Union and its affiliates may use automated e-mail, calling technologies, and/or text message me on my cell phone on a periodic basis. The Union will not charge for text message alerts; carrier messages and data rates may apply to such texts.

Authorization

I hereby apply for membership in AFSCME, Local 4041, and its successor or assign (hereafter the "Union"), and I agree to abide by its Constitution and Bylaws. I authorize the Union to act as my exclusive bargaining representative for purposes of collective bargaining with respect to wages, hours and other terms and conditions of employment with my Employer. This card may be used to establish or obtain recognition of the Union with my Employer, with or without an election. Upon the Union being designated as the exclusive representative for my designated bargaining unit, I hereby voluntarily authorize and direct my Employer to deduct from my pay each pay period, regardless of whether I am or remain a member of the Union, the amount of dues certified by the Union, and as they may be adjusted periodically by the Union, and to authorize my Employer to remit such amount monthly to the Union. This voluntary authorization and assignment shall be irrevocable, regardless of whether I am or remain a member of the Union, and for a period of one year from the date of execution, and for year to year thereafter unless I give the Union written notice of revocation not less than ten (10) days and not more than twenty (20) days before the anniversary date of this authorization. This card supersedes any prior check-off authorization card I signed. I recognize that my authorization of dues deductions, and the continuation of such authorization from one year to the next, is voluntary and not a condition of my employment. Payment to the Union are not deductible as charitable donations for federal income tax purposes. However, state law may extend favored tax treatment.

Signature

My electronic signature is a binding and valid signature. By signing here I agree to all of the terms and conditions set out in this authorization, which apply to my membership, dues payments and, if applicable, PEOPLE payments.

Today's Date

mm/dd/yyyy

Draft Election Order, Election Plan,
and Associated Election Documents

1
2
3 STATE OF NEVADA
4 GOVERNMENT EMPLOYEE-MANAGEMENT
5 RELATIONS BOARD

6 AMERICAN FEDERATION OF STATE,
7 COUNTY & MUNICIPAL EMPLOYEES,
8 LOCAL 4041,

9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
Petitioner.

Case No. 2026-002

ELECTION PLAN

PART ONE: GENERAL INFORMATION

Section 1.01: Parties

The parties to this Plan are the Government Employee-Management Relations Board (EMRB); the American Federation of State, County and Municipal Employees, Local 4041 (AFSCME); and the State of Nevada ("STATE"), including employees of the Nevada System of Higher Education ("NSHE"). The STATE and NSHE may also be collectively referred to as the "STATE."

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 Administrative and Clerical Employees (State Bargaining Unit B) desire to be represented for purposes of collective bargaining by the American Federation of State, County and Municipal Employees, Local 4041 ("AFSCME"), by another labor union that may properly appear on the ballot, or, in the alternative, to remain unrepresented.

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.

1 **Section 1.04: Election Standard**

2 Pursuant to NRS 288.530, the standard shall be a majority of the votes cast.

3 **Section 1.05: Election to be Held by Mail**

4 The election shall be conducted by mail for the following reasons: (1) employees within the
5 bargaining unit are assigned to multiple work locations throughout the State; (2) multiple shifts are
6 operated at each location, making in-person voting logistically impracticable; and (3) the EMRB has a
7 staff of three employees, limiting its ability to administer on-site balloting. Accordingly, to ensure that
8 all eligible employees are afforded a full and fair opportunity to participate, this Election Plan provides
9 for voting by mail.

10 **Section 1.06: Election Supervision**

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

15 **Section 1.07: Reservation of Rights**

16 Upon the EMRB's certification of the election results as provided for in this Plan, any party to
17 this Plan, as listed in Section 1.01, may pursue any right or remedy lawfully available to it before the
18 EMRB and/or any court of competent jurisdiction. In particular, the parties retain all rights to seek
19 judicial review of this election pursuant to NRS 288.

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

21 This Plan may be amended only upon written agreement of the parties and approval of the
22 EMRB. However, subject to the written approval by AFSCME and the STATE, the Commissioner may
23 correct clerical/typographical errors in this Election Plan, including any of the exhibits attached.

24
25 **PART TWO: ELIGIBLE VOTERS AND DOCUMENTS RELATED THERETO**

26 **Section 2.01: Eligible Voters**

27 Employees eligible to vote shall be those Administrative and Clerical Employees (Unit
28 Employees) employed by the STATE or NSHE as of March 31, 2026. Eligible employees include those

1 in the job titles set forth in **Exhibit 1**, which consists of the Bargaining Unit B classifications as
2 published by the Division of Human Resource Management on its official website.

3 Eligible employees shall have the right to vote or to refrain from voting, free from interference,
4 restraint, or coercion.

5 **Section 2.02: Excel List**

6 The names of employees eligible to vote shall be provided in an Excel list (“Excel List”) to be
7 submitted separately by the STATE and NSHE to the EMRB via e-mail no later than Tuesday, April 7,
8 2026, at 2:00 p.m. The Excel List shall include each employee’s last name, first name, job title, and the
9 employees’ last known home or mailing address on file, as well as any home or cellular telephone
10 numbers on file. Upon receipt, the EMRB will add a column entitled “Key #,” consisting of a unique
11 identifier assigned to each employee, and will transmit one combined Excel List, including the assigned
12 key numbers, to the STATE, NSHE and AFSCME on April 8, 2026.

13 The parties shall not use or disclose any information contained in the Excel List for any purpose
14 other than the administration of this election. In the event of a public records request for the Excel List,
15 the EMRB will redact employee addresses and home and cellular telephone numbers and will treat such
16 information as confidential.

17 **Section 2.03: Supplemental List**

18 The names, addresses and telephone numbers of persons who do not appear on the *Excel* List,
19 but who receive ballots pursuant to Section 3.02, will be placed on a Supplemental List. No names may
20 be placed on or added to the Supplemental List unless the person has been provided with a ballot kit by
21 4:00 p.m. on Friday, May 22, 2026. The EMRB will provide the Supplemental List to the STATE and
22 AFSCME by 4:30 p.m. that same day.

23 **Section 2.04: Election Notice**

24 The Commissioner shall e-mail a copy of the Election Notice (**Exhibit 2**) on or before Friday,
25 April 17, 2026, to the STATE and NSHE. The STATE and NSHE shall, in turn, distribute a system-
26 wide e-mail on or before Friday, April 24, 2026, to all UNIT B EMPLOYEES advising them of the
27 upcoming election.

28 ///

1 The STATE and NSHE shall certify, by close of business on April 24, 2026, that the system-
2 wide e-mails were sent. In lieu of certification, the STATE and/or NSHE may blind copy (bc.
3 emrb@emrb.nv.gov and mabellar@emrb.nv.gov on the distribution.

4 This Election Notice will be sent to each eligible Unit B voter on or before Friday, May 1, 2026,
5 to each eligible voter. The Election Notice may be combined with other election materials mailed
6 pursuant to Section 3.01.

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

8 The following are the rules related to campaigning:

9 (a) Campaigning by representatives or employees from any party is not allowed on STATE or
10 NSHE property, except in employee breakrooms and lunchrooms. Campaigning may occur during
11 employees' breaks or lunch periods, following any Department or Division policies. Conversations
12 between employees about non-work topics during work hours are not considered campaigning if
13 permitted by the employer.

14 AFSCME representatives may visit specific job sites according to existing site practices
15 including notice requirements, designated locations, and visit length. They may only speak with
16 interested employees during breaks, lunch, or other non-work time. Representatives who violate these
17 rules may lose access.

18 (b) Campaign materials or literature may not be distributed on STATE or NSHE property—
19 including breakrooms and employee lounges—by employees or representatives of AFSCME, the
20 STATE, or NSHE during working hours.

21 However, distribution is allowed on public areas of STATE or NSHE property (such as
22 sidewalks or parking lot entrances) and during employees' breaks or lunch periods.

23 (c) Notwithstanding the provisions above, Unit B employees may:

- 24 • Talk with one another about the election before and after work, and during scheduled
25 breaks, as long as both employees are on break or off duty and moving to or from their
26 workstations.
27 • Share campaign literature on STATE or NSHE property during non-working times and
28 non-working areas.

- Wear buttons, t-shirts, jackets, or other AFSCME insignia, provided they do not include messages such as “vote for” or “vote against” AFSCME or the “No Union” option.

Employees may also discuss union-related matters during working time if the employer allows conversations about other non-work topics during that time.

In addition, nothing in this Election Plan limits the right of the STATE or NSHE to communicate its views, arguments, or opinions to employees, so long as there is no threat of reprisal or force, and no promise of benefit.

PART THREE: VOTING BY MAIL

Section 3.01: Mailing of Ballots

The EMRB will mail a ballot and associated materials (the “ballot kit”) to each eligible employee listed on the Excel List on Friday, May 1, 2026. Each ballot kit will be sent via United States mail, first-class postage prepaid, in an envelope addressed using the mailing information from the Excel List.

Each ballot kit will include: (1) the ballot (**Exhibit 3**); (2) an envelope marked “Ballot,” in which the completed ballot must be placed and sealed by the voter; (3) a return envelope, pre-addressed and marked with the voter’s key number, with first-class postage prepaid; and (4) an instruction sheet explaining how to complete and return the ballot. The instruction sheet may appear on the reverse side of the Election Notice referenced in Section 2.04 (as set forth on the reverse side of **Exhibit 2**).

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

Section 3.02: Requests for Ballots and Replacement Ballots

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

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

(2) If the voter has moved, a duplicate ballot kit bearing the old key number plus “DUPL” will

1 be mailed to the voter and the fact that a duplicate ballot kit was sent will be noted on the Supplemental
2 List maintained by the EMRB.

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

6 (4) A voter who falls into the categories specified in (1) - (3) above, may alternately personally
7 pick the ballot materials up at the office of the EMRB at 3300 West Sahara Avenue, Suite 490, Las
8 Vegas, Nevada between 8:00 a.m. and 4:30 p.m., Monday through Friday and excluding any legal
9 holidays, through Friday, May 22, 2026, at 4:00 p.m. Walk-in requests after 4:00 p.m. will be fulfilled
10 at the discretion of the Commissioner.

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

13 **Section 3.03: Receipt of Ballots and Initial Arrangement**

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

18 If a ballot envelope is returned in person without the pre-printed return envelope, the EMRB
19 shall verify that the individual returning it is a Unit B employee by confirming their identification. A
20 new pre-printed return envelope shall be provided and marked "DUPL" along with the key number
21 originally assigned to that individual.

22 If multiple pre-printed return envelopes share the same key number, any envelope marked
23 "DUPL" will be placed behind the envelope without that designation.

24 All pre-printed return envelopes received, whether by U.S. mail or in person, will be organized
25 by EMRB staff by key number, placed in mail trays, and stored in a locked EMRB conference room.
26 The EMRB will maintain a daily log during the voting period reflecting the number of envelopes
27 received and their corresponding key numbers, which will be made available to any interested party.

28 ///

1 **PART FOUR: COUNTING OF THE BALLOTS**

2 **Section 4.01: Date, Arrangement of the Counting Room and Persons Therein**

3 The EMRB hereby establishes and designates the Nevada Room, located on the fourth floor of
4 the Nevada State Business Center, 3300 West Sahara Avenue, Las Vegas, Nevada 89102, as the
5 counting room ("COUNTING ROOM") for the tabulation of ballots on May 27, 2026, at 9:00 a.m. The
6 COUNTING ROOM shall be arranged with no fewer than four tables for ballot tabulation, with
7 additional tables provided as necessary based on the number of ballots received. The final
8 determination of the number of tables shall be made no later than one week prior to May 27, 2026.

9 AFSCME and the STATE may each designate up to two representatives per table and no more
10 than three observers in the COUNTING ROOM. All representatives and observers shall be issued
11 identification badges, which must be worn at all times, and may remain present throughout the ballot
12 tabulation process.

13 **Section 4.02: Retrieval of Ballots Upon Conclusion of In-Person Voting**

14 On May 27, 2026, at 9:00 a.m., the Commissioner will move the ballots to the COUNTING
15 ROOM. Party representatives and their observers may be present throughout the process.

16 **Section 4.03: Distribution of Ballots for Opening and Counting**

17 Once the ballots are in the COUNTING ROOM, the EMRB Commissioner will, in the presence
18 of the parties' representatives and observers, divide the return envelopes equally among the tables. Only
19 the return envelopes distributed by the Commissioner to each table shall be counted at that table.

20 **Section 4.04: Initial Challenge of Voters; Duplicate Return Envelopes**

21 The tabulation process shall commence with a designated table representative calling out the
22 key number of each return envelope. Any party representative at that table may, for good cause,
23 challenge the eligibility of a voter at the time the key number is announced.

24 The EMRB Commissioner shall note on each challenged return envelope: (1) "Voter
25 Challenged," (2) the name of the voter, (3) the name of the challenging party, and (4) the reason for the
26 challenge. The EMRB Commissioner shall then impound the unopened return envelope and place it in a
27 Challenged Ballot Envelope. The Challenged Ballot Envelope shall remain in the sole custody of the
28 EMRB Commissioner.

1 If any return envelopes bear the same key number, it shall be considered an automatic challenge.
2 Upon inspection of postmarks and agreement by the table representatives, the EMRB Commission,
3 shall permit the envelope with the later postmark to be counted; if the postmarks are unclear, the later
4 date stamp shall control. The envelope permitted to be counted shall be returned to the table that lodged
5 the challenge, and any remaining envelope(s) shall be impounded in the Challenged Ballot Envelope.

6 **Section 4.05: Opening of Return Envelopes and Multiple Ballots**

7 Once all challenged envelopes have been identified and impounded, and no further challenges
8 remain, party representatives may begin opening return envelopes. Empty return envelopes will be
9 placed in a box for discards, while ballot envelopes will go into a separate box marked BALLOTS,
10 which will remain in the center of the table throughout the process. Both boxes will be provided by the
11 EMRB. This procedure will continue until all return envelopes have been opened and discarded.

12 If multiple **BALLOT** envelopes are received in a single return envelope, none shall be counted.
13 Such ballots shall be clipped or stapled together, marked "Returned in Single Envelope," and
14 impounded in the **Challenged Ballot Envelope**.

15 Ballot envelopes that appear to be unsealed will be sealed prior to being placed in the
16 **BALLOTS** box.

17 **Section 4.06: Opening of Ballot Envelopes and Challenges**

18 With the agreement of all the representatives at each table, a representative at each table shall
19 then open, one by one, the ballot envelopes for each ballot not initially challenged pursuant to Section
20 4.04 and shall state aloud for which option he/she believes the voter cast a ballot and display the ballot
21 for all table party representatives. Ballots clearly marked for one choice shall be counted. Ballots that
22 have been called, displayed and not challenged will be placed in a separate box from the unopened
23 ballots, and shall remain in the middle of the table in full view of all table representatives.

24 As each ballot is called and displayed, any party representative may challenge the validity of the
25 ballot. A ballot is invalid and subject to challenge if it:

- 26 (a) Is signed by the voter;
27 (b) Bears the voter's name or any other means of identifying the voter;
28 (c) Is blank or otherwise fails to reflect a vote for any of the choices on the ballot; or

1 (d) Denotes a vote for more than one of the choices on the ballot.

2 These ballots shall be set aside, impounded by the Commissioner, marked as void and not
3 counted. These ballots will be placed in a **Void and Not Counted** envelope.

4 **Section 4.07: Table Tally of Ballots**

5 After all ballot envelopes have been opened, each table will complete a **Table Tally Sheet**
6 **(Exhibit 4)**, signed by all party representatives at the table. The completed and signed forms will then
7 be submitted to the Commissioner.

8 **Section 4.08: Determination of Challenged Envelopes**

9 After all non-challenged ballots have been counted and the **Table Tally Sheet** forms completed,
10 the Commissioner shall determine whether the total number of challenged ballots could affect the
11 outcome of the election.

- 12 • If the challenged ballots are **not outcome-determinative**, the Commissioner will take no
13 further action.
- 14 • If the challenged ballots **could affect the outcome**, the Commissioner shall determine the
15 eligibility of each challenged voter. Only ballots cast by eligible voters shall be opened and
16 counted; all others shall remain impounded.

17 Any results from this additional counting shall be included in the Commissioner's **Final Tally of**
18 **Ballots**.

19 **Section 4.09: Commissioner's Final Tally of Ballots**

20 Once all **Table Tally Sheet** forms are received, the Commissioner will prepare a **Final Tally of**
21 **Ballots** sheet **(Exhibit 5)** in the presence of the parties' representatives. Each party will receive a copy,
22 and a representative from each party will sign the original to acknowledge receipt.

23 **Section 4.10: Miscellaneous Matters Related to the Counting Room**

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

26 The Commissioner may designate areas where food and drink are permitted; however, none
27 may be within five feet of ballots or official election materials. This restriction also applies to pens and
28 markers held by observers or representatives. Electronic devices must be in silent mode (unless

1 medically necessary and authorized), and no photography, video recording, or phone use is allowed
2 without the Commissioner's permission. Attorneys may have writing materials for note-taking.

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

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

8 9 **PART FIVE: EVENTS SUBSEQUENT TO ELECTION DAY**

10 **Section 5.01: Objections to the Conduct of the Election**

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

18 **Section 5.02: Certification of the Election by the Board**

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

23 24 **PART SIX: OTHER TERMS AND CONDITIONS**

25 **Section 6.01: Election Order and Election Plan Suspended Upon Filing of a Petition By Another** 26 **Labor Organization**

27 NRS 288.530(1)(c) requires a waiting period after an election has been ordered. NRS
28 288.115(4) states that the waiting period is 14 days. During this waiting period, should another labor

1 organization(s) file a petition to also be on the ballot, then the election order shall be suspended until
2 such time as staff can conduct an audit of the petition and present the same to the Board. The Board
3 then may amend its election order and election plan should it decide to add the labor organization(s) to
4 the ballot.

5 **Section 6.02: Calendars in Exhibit 6**

6 The calendars provided as Exhibit 6 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.
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28

Administrative and clerical employees, including, without limitation, employees whose work involves general office work, or keeping or examining records and accounts. (sorted by title code)

Title Code	Job/Position Title	BU	Union
2.131	Student Worker	B	TBD
2.153	Legal Secretary II	B	TBD
2.156	Legal Secretary I	B	TBD
2.158	Legal Secretary Trainee	B	TBD
2.209	Executive Assistant	B	TBD
2.21	Administrative Assistant IV	B	TBD
2.211	Administrative Assistant III	B	TBD
2.212	Administrative Assistant II	B	TBD
2.213	Administrative Assistant I	B	TBD
2.221	Administrative Aid	B	TBD
2.222	Clerical Trainee	B	TBD
2.226	Admissions/Records Assistant III	B	TBD
2.227	Admissions/Records Assistant II	B	TBD
2.228	Admissions/Records Assistant I	B	TBD
2.301	Accounting Assistant III	B	TBD
2.303	Accounting Assistant II	B	TBD
2.306	Accounting Assistant I	B	TBD
2.824	Supply Technician II	B	TBD
2.827	Supply Assistant	B	TBD
2.836	Supply Technician I	B	TBD
4.118	Library Assistant III	B	TBD
4.119	Library Assistant II	B	TBD
4.12	Library Assistant I	B	TBD
7.653	Public Service Intern II	B	TBD
7.665	Public Service Intern I	B	TBD
7.67	Fleet Specialist II	B	TBD
7.671	Fleet Specialist I	B	TBD
7.673	Career Aid IV	B	TBD
7.675	Career Aid III	B	TBD
7.677	Career Aid II	B	TBD
7.679	Career Aid I	B	TBD
7.819	Retail Storekeeper III	B	TBD
7.82	Retail Storekeeper II	B	TBD
7.821	Retail Storekeeper I	B	TBD
7.846	Museum Attendant II	B	TBD
7.847	Museum Attendant I	B	TBD
10.234	Health Info Coordinator I	B	TBD
10.246	Health Info Coordinator Trainee	B	TBD
12.517	Correctional Assistant	B	TBD

**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 Administrative and Clerical Employees (i.e., State Bargaining Unit B Employees) who work for the State of Nevada or NSHE. There will be two (or three, as applicable) options on the ballot:

- ❖ American Federation of State, County and Municipal Employees, Local 4041 ("AFSCME")
- ❖ (Other – As Applicable)
- ❖ No Union

ELIGIBLE VOTERS

Included: All Administrative and Clerical Employees who are employed by the State of Nevada or NSHE as of March 31, 2026.

ELECTION TO BE CONDUCTED BY MAIL

You will be mailed a ballot kit on Friday, May 1, 2026. The ballot kit will be mailed to your home address or any other mailing address on file with the State of Nevada or NSHE.

Please follow the instructions included in the ballot kit on how to vote by mail. Your ballot must be received by the EMRB on or before Friday, May 22, 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.

COUNTING OF BALLOTS

Ballots will be counted on May 27, 2026, at 9:00 a.m. in the Nevada Room, located on the fourth floor of the Nevada State Business Center, 3300 W. Sahara Avenue, Las Vegas, Nevada 89102.

STATE OF NEVADA
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 MAY 22, 2026, AT 4:00 P.M.**

**ANY BALLOT RECEIVED AFTER THIS TIME
WILL NOT BE INCLUDED IN THE FINAL COUNT.**

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.

GOVERNMENT EMPLOYEE-MANAGEMENT RELATIONS BOARD



OFFICIAL SECRET BALLOT
FOR STATE OF NEVADA and NSHE
ADMINISTRATIVE & CLERICAL EMPLOYEES
(Bargaining Unit B)

MARK ONLY
ONE WITH A
OR AN

- AFSCME
- (OTHER – IF APPLICABLE)
- 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 3



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 no later than **May 22, 2026, at 4:00 p.m.**

BACK SIDE OF BALLOT

DRAFT - EX 3

STATE OF NEVADA

JOE LOMBARDO
Governor

Members of the Board
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



DR. KRISTOPHER SANCHEZ
Director

MARISU ROMUALDEZ ABELLAR
Commissioner

KELLY VALADEZ
Executive Assistant

DEPARTMENT OF BUSINESS AND INDUSTRY
GOVERNMENT EMPLOYEE-MANAGEMENT
RELATIONS BOARD

TABLE TALLY SHEET

Table No. _____

AFSCME

NO UNION/OR ALTERNATE

The above numbers are correct and agreed to by the undersigned.

AFSCME Counter

STATE Counter

AFSCME Counter

STATE Counter

GOVERNMENT EMPLOYEE-MANAGEMENT RELATIONS BOARD

IN RE: BARGAINING UNIT "B") CASE NO. 2026-002
ADMINISTRATIVE AND CLERICAL)
EMPLOYEES) **Date of Ballot Counting:**
) _____
APPLICATION FOR ELECTION BY AFSCME,) **Location:**
LOCAL 4041 PURSUANT TO NRS 288.525) _____
) _____

FINAL TALLY OF BALLOTS

VOTING UNIT B

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

BALLOT RESULTS

- Votes **FOR** Representation (AFSCME): _____
- Votes **AGAINST** Representation (NO UNION): _____
- Votes for Other (if applicable): _____

TOTAL VOTES CAST _____

INVALID BALLOTS CAST

- Number of Challenged Ballots: _____
- Number of Not Challenged Ballots: _____

BALLOTS CHALLENGED AS INELIGIBLE

- Number of Ineligible Ballots: _____

CERTIFICATION / ACKNOWLEDGMENT

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

EMRB Commissioner: _____ **Date:** _____

For AFSCME: _____ **Date:** _____

For the STATE: _____ **Date:** _____

April 2026

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1 14-DAY WAITING PERIOD BEGINS	2	3	4
		MARCH 31 BOARD MTG - BOARD ORDERS ELECTION				
5	6	7 DHRM & NSHE LISTS DUE	8 RETURN COMBINED EXCEL LIST WITH KEY NUMBERS TO DHRM & NSHE	9	10	11
12	13	14	15 14-DAY WAITING PERIOD ENDS	16	17 ELECTION NOTICE TO DHRM & NSHE	18
19	20	21	22	23	24 DHRM & NSHE CERTIFY THAT ELECTION NOTICES SENT	25
26	27	28	29	30		

May 2026

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1 BALLOTS MAILED OUT - 21-DAY VOTING PERIOD STARTS	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22 LAST DAY VOTING PERIOD; P/U DUPL BALLOTS BY 4:00PM; SUPP LIST SENT BY 4:30PM	23
24	25 MEMORIAL DAY	26	27 COUNTING OF BALLOTS - NEVADA ROOM	28 FINAL TALLY FILED - START 14-DAY POST- VOTE OBJECTION PERIOD	29	30

June 2026

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1	2	3	4	5	6
7	8	9	10	11	12	13
				14-DAY POST-VOTE OBJECTION PERIOD ENDS		
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				