

STATE OF NEVADA

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

June 9, 2026

**MINUTES OF THE MEETING OF THE GOVERNMENT
EMPLOYEE-MANAGEMENT RELATIONS BOARD**
(Meeting No. 26-08)

A meeting of the Government Employee-Management Relations Board, sitting *en banc*, properly noticed and posted pursuant to the Nevada Open Meeting Law, was held on Tuesday, June 9, 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, Las Vegas, NV 89102. The meeting was also held virtually via TEAMS.

The following Board members were present:

Brent C. Eckersley, Esq., Chair
Michael A. Urban, Esq., Vice-Chair
Michael J. Smith, Board Member
Bruce K. Snyder, Esq., Board Member
Jerry Keating, Board Member

Also present:

Marisu Romualdez Abellar, Commissioner
Kelly Valadez, Executive Assistant
Cathy Zamora, Administrative Assistant II
Ashley Kim, Esq., Attorney General's Office

Members of the Public Present:

Sheri Van Horsen
Evan James, Esq.
Malachi Herman
Jeff Allen, Esq.
Allison Kheel, Esq.
Jacque Galiyano
Shannon Ruiz
Brenda Pappas
Tara Teegarden
Steven O. Sorensen, Esq.
Kim Beers
Michelle Alanis, Esq.
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B.C.
Joshua Sant

The Board Sitting *En Banc*

The following three (3) items were considered:

1. Opening Items

The meeting on Tuesday, June 9, 2026, was called to order at 8:30 a.m. by Chair Brent Eckersley. On roll call, all members were present. Thus, a quorum was present. The pledge of allegiance was recited, followed by a moment of silence.

2. Public Comment

No public comment.

3. Approval of the Minutes

Upon separate motions, the Board approved the minutes for the meetings held April 27 and 29, 2026; May 4 and 7, 2026; and May 19-20, 2026.

Panel A

(Eckersley, Urban, Keating)

The following item was for consideration by Panel A:

4. Case 2021-005

Las Vegas Police Protection 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 90 days from June 9, 2026, or within ten (10) days of receipt of a decision from the Nevada Supreme Court, whichever occurs first.

The Board Sitting *En Banc*

The following nine (9) items were considered by the full Board:

5. Case 2026-004

Fraternal Order of Police Nevada C.O. Lodge 21 v. Executive Department of the State of Nevada and its Department of Corrections

The Board deliberated on the Stipulation to Dismiss Without Prejudice. Upon motion, the Board approved the Stipulation to Dismiss Without Prejudice as presented.

6. Case 2025-011

Las Vegas Peace Officers Association v. City of Las Vegas

The Board deliberated on the Joint Status Report and the attached Findings and Award. Following its deliberations, and upon motion, the Board ordered that the stay be lifted. Upon lifting the stay, the Board noted that the prevailing party (the City) will have 30 days to file a motion to defer the case based on the arbitration award. Staff also noted that if the

motion is not filed within the required timeframe, the Board may issue an Order to Show Cause regarding the delay.

7. **Case 2025-025 (consolidated with Case 2025-028)**
Water Reclamation District Employees Association v. Clark County Water Reclamation District and Service Employees International Union, Local #1107

The Board deliberated on the Election Plan and related election documents. Vice Chair Michael Urban recused himself from deliberation and decision in this matter.

The Board reviewed the draft Election Plan and resolved two highlighted issues: first, it approved including any home or cellular telephone numbers on file in the voter Excel list, despite the Clark County Water Reclamation District's objections regarding incomplete records and privacy concerns, based on longstanding practice and the need to ensure equal campaign access; second, it approved adding the phrase "and no violation of law" to Section 2.05 governing employer communications, after discussion that additional language was necessary to prevent improper influence in a multi-union election.

The Board also confirmed that the proposed 14-day mail-ballot period was acceptable given the small unit size and the availability of in-person voting, with the addition that employees may contact the EMRB to verify receipt of their mail ballots. Following adoption of these amendments, the Board approved the Election Plan, with staff to circulate the final clean version before issuance, to be appended to the Election Order.

8. **Case 2026-002**
Petition of American Federation of State, County & Municipal Employees, Local 4041

The Board reviewed the final tally of ballots filed after the election. The parties (Deputy Attorney General, Steve Sorenson and AFSCME counsel, Nate Ring) agreed via email to waive the objection period in the election plan and instead proceed under NRS 288.535(2), which provides a 10-day objection period. This statutory period expired on June 8, 2026.

A Board member requested clarification from counsel on whether the parties could shorten a statutory objection period available to any eligible voter. To ensure full protection for all potential objectors, a motion was proposed to certify the election results conditional upon no objections being filed through June 10, 2026. Mr. Sorenson noted that the statutory 10-day period had already been satisfied but did not object to the Board's protective approach.

A brief clarification was provided regarding the ballot totals: the difference between the number of ballots cast and votes counted was due to one improperly returned ballot and three ineligible ballots.

Voter turnout in Bargaining Unit B was 36% (1,254 ballots cast out of 3,443 eligible voters), prompting Board concerns about whether all eligible employees had been adequately informed of the election. It was explained that notifications were sent, ballots were mailed to home addresses or other mailing address as designated by the employee, and late-arriving ballots reflected mail delays, but a Board member requested that unions outline

clearer protocols in the future to improve voter participation.

Upon motion, the Board approved and certified the election results subject to no objections through June 10, 2026.

9. Case 2024-009

**Nevada Service Employees Union v. Southern Nevada Health District
Nevada Service Employees Union v. Southern Nevada Health District, a subsidiary
of the State Board of Health of the State of Nevada; and the Government Employee-
Management Relations Board, Case A-24-908621-P**

The Board received an overview from Senior Deputy Attorney General Jessica Guerra of the District Court's order on a Petition for Judicial Review filed by the Nevada Service Employees Union of an EMRB order. The District Court's order addressed two key legal issues. The Court upheld the Board's order that employee complaint information, including the identity of complainants, is not disclosable due to safety risks, specifically, that revealing who filed complaints could expose employees to retaliation or intimidation. The Court reversed the Board's order that promotions are a managerial right under the statute. The Court disagreed with the Board's interpretation of the statute and held that promotions are not a managerial right, because the term "promotion" is not listed anywhere in the statute's definition of management rights. The Judge also reviewed the legislative history, noting that "promotion" had at one point been included during early drafting but was later removed. She interpreted that removal as evidence that the Legislature did not intend promotions to be treated as a management right.

The Board was informed that the employer, Southern Nevada Health District, immediately filed a notice of appeal to the Nevada Supreme Court. After a brief discussion, and upon motion, the Board voted to join the appeal as an appellant. Further discussion regarding litigation strategy was reserved for closed session due to attorney-client privilege.

Vice-Chair Michael Urban recused himself from the discussions and from voting on the motion.

10. Case 2024-014

Clark County Defenders Union v. Clark County and Related Counterclaim

Upon motion, the Board moved to approve an order in conformance with the District Court's Order of November 7, 2025.

11. Performance Review of the EMRB Commissioner and Board Secretary

The Board conducted a performance review of the EMRB Commissioner and Board Secretary, with members expressing strong satisfaction with their work, professionalism, and the smooth operational transitions over the past year. The Commissioner was praised for her preparedness, institutional knowledge, leadership, and effective management of elections, regulations, and case proceedings, while the Board Secretary was commended for her reliability, growth in administrative and fiscal responsibilities, and consistent support to the Board. Both staff, including the Administrative Assistant, were recognized as integral to the agency's effectiveness and highly valued by the Board.

12. Additional Period of Public Comment

Senior Deputy Attorney General Jessica Guerra provided a brief update on the Fraternal Order of Police, C.O. Lodge 21 v. State of Nevada and its Department of Corrections Petition for Judicial Review. She reported the Fraternal Order of Police (FOP) has filed an appeal of the District Court order to the Nevada Supreme Court, and that a pre-mediation settlement conference was held; however, one party is not interested in settlement, and the case is expected to proceed to full briefing. No scheduling order has been issued, and the mediator has not referred the matter to the Court's docket.

Ms. Guerra noted that the District Court upheld the EMRB's order and completely dismissed the Petition for Judicial Review filed by the FOP. She advised that the Board may place the item on a future agenda once additional information becomes available for the Board's further discussion.

13. Adjournment

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

Respectfully submitted,

Marisu Romualdez Abellar
EMRB Commissioner