

**STATE OF NEVADA**  
**Minutes for the**  
**Nevada Occupational Safety and Health Review Board**  
**Reno, Nevada**

**January 14 and 15, 2026**

**Jorge Macias (Management)**  
**Tyson Hollis (Public at Large)**  
**Gled Bautista (Management)**  
**Shannon Chambers (Labor)**

The meeting of the State of Nevada Occupational Safety and Health Review Board was called to order by Chairman Jorge Macias on January 14, 2026, at approximately 9:00 o'clock a.m. The first item on the Agenda was Roll Call.

The meeting was duly noticed in compliance with the Nevada Open Meeting Law to take place at the Division of Industrial Relations, 4600 Kietzke Lane, Suite 150, Reno, NV 89502. In accordance with the Nevada Open Meeting law, each Board member participating in the meeting either had before him or her all written materials to be considered during the deliberations or was obliged to refrain from voting if not in possession of the materials.

**1. Roll Call.**

The Board members present at this time for the hearing consisted of Chairman Jorge Macias, Tyson Hollis, Board Secretary, and Board Members Gled Bautista and Shannon Chambers, constituting the entire Board as currently appointed by the Governor of the State of Nevada.

As all the members of the Board were present and participating on January 14, and 15, 2026, in the meeting, including one member representing labor, one member representing the public at large and two members representing management. A quorum was present for all matters for the Board to conduct its business on this date.

Also participating throughout the meeting were Salli Ortiz, Esq., Legal Counsel to the State of Nevada Occupational Safety and Health administration, and Charles R. Zeh, Esq. and Pete Cladianos, Esq., of The Law Offices of Charles R. Zeh, Esq., Legal Counsel to the Board of Review.

The Notice of Meeting was duly provided under Chapter 618 of the Nevada Revised Statutes and in accordance with NRS Chapter 241 of the Nevada Open Meeting Law. A copy of the Notice is attached to these Minutes and made a part hereof as though fully set forth herein.

Notice of the meeting was posted or published, electronically or otherwise, consistent with the requirements of the Nevada Open Meeting Law as amended by AB 253.

Notice was posted at the following locations:

The Law Offices of Charles R. Zeh, Esq.  
6900 South McCarran Blvd., Suite 2040  
Reno, NV 89509

Division of Industrial Relations  
4600 Kietzke Lane, Building F, Suite 150  
Reno, NV 89502

This Notice was also timely posted at the following website addresses:

State of Nevada, Department of Business and Industry, Industrial Relations (DIR)  
website at <https://dir.nv.gov/Meetings/Meetings>

Nevada Public Notices at <https://notice.nv.gov>

## **2. Public Comment.**

Chairman Macias called this item to be heard. There was no public comment offered by any of the participants in the meeting. Chairman Macias then asked if Board Counsel's office had received any public comment. Board Counsel advised that his office had received no public comment prior to the commencement of the meeting.

Chairman Macias then called Item 3, Contested Case Hearings, to be heard by the Board.

## **3. Contested Case Hearings.**

Board Chairman called this item to be heard. Prior to the hearing, all the Contested cases were resolved administratively or continued except for Item 3.c., RNO 23-2201, Walmart Distribution Center #7048. The State was represented by Salli Ortiz, Esq., in this matter. The Respondent, Walmart Distribution Center #7048 was represented by Thomas Strong, Esq., of the firm of Venable LLP.

### **c. RNO 23-2201, Walmart Distribution Center #7048.**

Chairman Macias called this matter to be heard. The hearing commenced at approximately 10:00 o'clock a.m., on January 14, 2026. The Complainant was represented by Salli Ortiz, Esq., on behalf of the Chief Administrative Officer of the Occupational Safety and Health Administration of the Division of Industrial Relations of the Department of Business and Industry, State of Nevada. Thomas Strong, Esq., of the law firm of Venable LLP, appeared on behalf of the Respondent, Walmart Distribution Center #7048. The parties presented their case. They submitted documents into evidence and presented multiple witnesses which were examined and cross-examined, at the conclusion of which both parties rested after a day and half of the taking of testimony for this matter. The parties waived closing argument and agreed to submit closing simultaneous briefs instead of Oral Argument. It was accordingly moved by Shannon Chambers, seconded by Gled Bautista, to Order simultaneous briefs of the parties

twenty days after receipt of the official transcript of the proceedings before the Board. The Board will then convene as soon thereafter, as is convenient to deliberate on this matter with the simultaneous closing briefs in hand and the official transcript of the proceedings. Thereupon the Board will meet, confer, deliberate and take action to decide this matter.

Thereafter, Board counsel will reduce the Boards' action to a written decision to be reviewed and approved by the Board. If acceptable it will constitute the final order and disposition of the Board regarding this matter..

The motion was adopted on a vote of 4-0.

Next the Board proceeded with the Administrative portion of the meeting and the Chairman called Item 4.a., for review by the Board, namely approval of previous Board minutes of November 12, 2025.

#### **4. Administrative Meeting.**

##### **a. Approval of previous Review Board meeting minutes of November 12, 2025.**

There being no corrections, additions or omissions to the minutes as drafted by Board counsel, it was moved by Gled Bautista, seconded by Shannon Chambers, to approve the Board minutes for November 12, 2025, as read.

The motion was adopted on a vote of 4-0.

Due to the length of the hearing in contested case number RNO 23-2201, Walmart Distribution Center #7048, the Board continued the rest of the Administrative portion of the Agenda under 4.b., i. through xvii., as it was uncertain due to the length of the contested hearing to be able to give the parties to these administrative matters a reasonable time frame for when their matter would be heard. The parties to these items were notified by the Board of the postponement of the hearing on these Administrative items i. through xvii. The Board's counsel's office will connect with the parties to reschedule these administrative matters for disposition by the Board at a time mutually convenient to the Board and parties.

##### **c. General Administrative and/or procedural issues.**

Chairman Macias, then called this matter to be heard.

##### **i. General matters of import to Board members.**

The sole matter discussed under this item was the fact that the Board is still short two Board members, one being the second member to be appointed on behalf of labor and the other being the appointment of a substitute for a public representative on the Board, in the event the sitting public representative on the Board could not attend a meeting of the Board. Jimmy Andrews, for the State, advised that he would check with Victoria Carreon, to determine the status of the search for the appointment of these additions to the Board.

**ii. Old and New Business.**

Chairman Macias then called this item to be heard, Old and New Business. There was no old or new business to be discussed.

The Chairman then called Item 4.d. to be considered.

**d. Schedule of hearings on pending cases, calendar and status report.**

The Board Chairman reviewed the dates listed in the Agenda for the remaining Board meetings through December 2026. The Board members expressed no conflict with any of the dates as listed on the Agenda. However, the November 2026 meeting, must be rescheduled as the meeting ordinarily would be on November 11, 2026, which is a holiday, precluding the State from participating in the hearing. The Board decided to reschedule the November 2026 meeting at a later date.

**5. Public Comment.**

Chairman Macias then called for public comment. He advised that there was no public comment in the hearing room. Board Counsel advised that his office received no public comment during the course of the meeting.

**6. Adjournment.**

Chairman Macias then called Item 6, adjournment to be considered. It was moved Gled Bautista, seconded by Shannon Chambers, to adjourn the meeting.

The Motion was adopted with a vote of 4-0.

Dated this 21<sup>st</sup> day of January, 2026.

*/s/Charles R. Zeh, Esq.*  
Board Legal Counsel

S:\Clients\OSHA\Minutes\2026\01.14-15.2026 Final Meeting Miunutes.wpd