

**PROPOSED REGULATION OF THE
DIVISION OF HUMAN RESOURCE MANAGEMENT OF THE
DEPARTMENT OF ADMINISTRATION**

LCB FILE NO. R172-24I

**The following document is the initial draft regulation proposed
by the agency submitted on 06/27/2024**

Explanation of Proposed Change: This new regulation proposed by the Division of Human Resource Management in consultation with the Risk Management Division clarifies that an employee may receive compensation for a temporary total disability (i.e., 66 ^{2/3}% of wages) at the same time as paid family leave (i.e., 50% of wages).

NEW Paid family leave; effect of temporary total disability. An employee who is receiving benefits for a temporary total disability pursuant to chapters 616A to 616D, inclusive, or chapter 617 of NRS is not eligible to receive paid family leave pursuant to Assembly Bill 376 of the 2023 State of Nevada Legislative Session.

Explanation of Proposed Change: This amendment, proposed by the Department of Wildlife, will allow a seasonal employee to be rehired into a seasonal or permanent position within a year of their seasonal layoff without having a break in service.

NAC 284.598 Breaks in continuous service. (NRS 284.065, 284.155) The following are not breaks in continuous service:

1. Military leave for active service if the person returns from leave within 90 calendar days after an honorable discharge from military service.
2. A layoff if the employee is reemployed within 1 year after the date he or she was laid off.
3. A seasonal layoff if the employee is reemployed *into a seasonal or permanent position* within 1 year after the end of the previous seasonal appointment.
4. A separation as a result of a permanent disability arising from a work-related injury or occupational disease, if the employee is reemployed within 1 year after the date on which he or she sustained the permanent disability as determined pursuant to NAC 284.6013.

[Personnel Div., Rule VII § H, eff. 8-11-73; A 7-3-76]—(NAC A by Dep't of Personnel, 8-26-83; 4-19-88; 3-1-96; A by Personnel Comm'n by R022-05, 10-31-2005; R142-05 & R145-05, 12-29-2005)