

## MINUTES

LABOR AND MANAGEMENT COMMITTEE  
March 31, 1977

Members Present: Chairman Banner  
Mr. Bennett  
Mrs. Gomes  
Mr. Goodman  
Mr. Weise  
Mr. Dreyer

Members Excused: Mr. Robinson

Guests Present: Steven Stucker, City of North Las Vegas  
Bob Warren, Nevada League of Cities  
Fred Hillerby, Nevada Hospital Association  
Bill Macdonald, District Attorney, Humboldt Co.  
Walt Drew and Jim Gibbs, Employment Security Dept.  
George Roper, Carpenters Local #1780  
Bryn Armstrong, Las Vegas Sun  
Ed Bowers, Gaming Industry Assn.  
Bob Alkire, Kennecott Copper Corp.  
John Gianotti, Harrah's

Mr. Banner called the meeting to order at 3:04 p.m. and stated the committee would hear additional testimony on A.B. 359. However, there being no further testimony on that bill, the committee turned to A.B. 462, which excludes public employees in hospitals from limitations on overtime work.

### ASSEMBLY BILL 462

Fred Hillerby, representing the Nevada Hospital Association, spoke in favor of this bill, which represents an attempt to standardize wage and hour requirements for hospital employees, allowing overtime to be paid only after an employee works 80 hours in a 2-week period. He referred to A.B. 70, which contained similar language but dealt only with employees in private hospitals. This bill allows more flexibility in scheduling so that the same people will not be working weekends all the time and gives others the option of working 6 days in a row without overtime having to be paid.

Mr. Banner asked if this bill was discussed with Bob Gagnier, of the State of Nevada Employees' Association, and Mr. Hillerby said that Mr. Gagnier saw the language and approved it and asked that it cover all public employees, not just those in hospitals.

Bob Warren, of the Nevada League of Cities, testified in favor of A.B. 462 and offered a proposed amendment that would allow for a four-day, 10-hour workweek for public employees if mutually agreeable to both the employee and the employer. This amendment excludes executives, department heads and city and county officials who are generally salaried and do not receive overtime. Also, in the case of a union contract, the contract would take precedence over the amendment. Police and firefighters are already on this schedule and Mr. Warren cited other public entities that would like this <sup>(question)</sup> amendment. A copy of the proposed amendment, together with an excerpt of an article on the 4-day work week, is attached hereto as Exhibit "A".

Mr. Weise commented on some problems that seem to be developing with this concept of a 4-day work week, in that some employees don't know what to do with the 3 days off, and others get a second job and overwork themselves. However, he felt that this option should be available.

Steven Stucker, representing the City of North Las Vegas, testified in favor of the bill, citing the flexibility it would allow in scheduling employees.

Bill Macdonald, District Attorney of Humboldt County, testified in favor of the bill but expressed some concern about its application to those in executive positions. He said it is generally assumed that department heads do not get overtime, but there have been problems in the past. However, he thought Mr. Warren's amendment would probably take care of this.

There being no further testimony, Mr. Banner adjourned the meeting at 3:33 p.m.

Respectfully submitted,



Sandra Campbell, Assembly Attache

LABOR AND MANAGEMENT COMMITTEE

PLEASE REGISTER IF YOU WISH TO BE RECOGNIZED

AB 359, 462  
AGENDA

3-31-77  
DATE

NAME (please print)	REPRESENTING	BILL NUMBER	CHECK	
			FOR	AGAINST
STEVEN STUCKER	CITY OF NORTH LAS VEGAS	AB 462	✓	
Bob Warren	New League of Cities	"	✓	
Fred Nutterby	New Hoopless	462	✓	
Bill Macdonald	Humboldt	462		

Date: 3-31-77

LABOR AND MANAGEMENT COMMITTEE

GUEST LIST (Non-Speakers)

NAME (Please print)

REPRESENTING

NAME (Please print)	REPRESENTING
WALT DREW	ESD
Jim Gibbs	"
George Rozer	Carpenters Local #1750
Brynn Armstrong	LV Sun
Ed Bowers	Gaming Ind. Assoc.
Bob Alhine	Kennecott
John Stanoffi	Marals

## HOURS OF EMPLOYMENT

281.100 Hours of service, employment of employees of state, political subdivisions; penalties.

1. Except as otherwise provided in this section and NRS 284.180, the services and employment of all persons who are now, or may hereafter be, employed by the State of Nevada, or by any county, city, town, township or any other political subdivision thereof, are hereby limited and restricted to not more than 8 hours in any 1 [calendar] work day unless by mutual agreement the employee works a longer scheduled work day for less scheduled days during a work week and not more than 40 hours in any 1 [week] work week.

2. The period of daily employment mentioned in this section shall commence from the time the employee takes charge of any equipment of the employer or acts as an assistant or helper to a person who is in charge of any equipment of the employer, or enters upon or into any conveyance of or operated by or for the employer at any camp or living quarters provided by the employer for the transportation of employees to the place of work.

3. Nothing in this section shall apply to:

(a) Officials of the State of Nevada or of any county, city, town, township or other political subdivision thereof.

(b) Employees of the State of Nevada or of any county, city, town, township or other political subdivision thereof who are engaged as employees of a fire department, or to nurses in training or working in hospitals, or to deputy sheriffs or jailers.

(c) Employees of the legislative counsel bureau.

(d) Work done directly by any public utility company pursuant to an order of the public service commission or other public authority.

(e) Employees who are employed in bona fide executive, administrative, or professional capacities.

(f) Employees covered by collective bargaining agreements which provide otherwise for overtime.

REMAINDER TO REMAIN THE SAME.

EXHIBIT "A"

# THE 4-DAY WEEK — 4X10 hrs.

The four-day work week is currently receiving a great deal of attention from municipal officials throughout the U.S. More and more cities are experimenting with the four-day week and its variations, all of which can have a substantial impact both on the provision of municipal services and on the personal lives of the city employees affected.

Four-ten ("4-10" or "40 & 4," as it is often called) is not as radical a departure from the normal work schedule as it might superficially appear to be. It is accomplished by simply repackaging the work week into four ten-hour days rather than the standard five eight-hour day format taken for granted over the last three decades. The usual number of weekly work hours (40) remains constant, but their daily distribution changes markedly.

Changeover to a 4-10 plan does not require the city to completely close down operations for one day out of five—only that work schedules are so reorganized that each employee is on the job four days per week instead of five. One-half of the work force will work on Friday (and be off on Saturday-Sunday-Monday), and the other half on Monday (and off Friday), whereas all employees work on Tuesday, Wednesday and Thursday. The workday might be from 7 a.m. to 5:30 p.m., 7:30 a.m. to 6:00 p.m., or according to some other schedule which provides 10 hours per day plus a lunch-break.

Although a 10-4 schedule would present relatively few problems with administrative and clerical personnel, municipal services requiring 24-hour coverage by rotating shifts would demand more complex solutions.

Law enforcement offers a particularly good example of the application of the 4-10 work week to shift-work. Using the 4-10 plan, a city can place more policemen in the field during peak activity hours by organizing three shifts as follows: (a) 6 a.m. to 4 p.m., (b) 4 p.m. to 2 a.m., and (c) 8 p.m. to 6 a.m. The fewest personnel in service at one time work the 6 a.m.—4 p.m. shifts, which is the period of lowest criminal activity in most cities; whereas, an overlap in the evening and "graveyard" shifts (4 p.m. to 2 a.m. and 8 p.m. to 6 a.m., respectively) provides double or better police coverage from 8 p.m. to 2 a.m., which is the period of peak criminal activity in many cities.

Approximately 600 U.S. cities presently are using 4-10 week to some extent, and more than 600 private firms have adopted the plan. Cities in Texas which have implemented the 4-10 week in one or more of its variations include Fort Worth, Pasadena, Farmers Branch, Mesquite,

Lamesa and Plainview.

Obviously the 4-10 plan raises many questions. For example, how does it work in practice? What are the advantages and disadvantages? How should a conversion to 4-10 be handled? What is its effect on morale? Wages?

The 4-10 plan is viewed by urban administrators who have had limited experience with its use as providing the following:

- Allows employees more free time without a corresponding loss of pay.
- Provides ten additional hours a week of service time to the community (if clerical and administrative personnel are included) and results in increased citizen satisfaction.
- Increases employee satisfaction and morale demonstrated in lower absenteeism and tardiness, reduced turnover rates, and higher productivity.
- Increases efficiency in certain departmental operations.
- Permits better utilization of equipment.
- Reduces overtime costs.
- Increases job applications and makes recruitment easier.
- If an employee is required to commute four rather than five times each week, he saves 20 percent on his transportation costs, as well as a corresponding amount of travel time.

Some possible problems are:

- May result in employee fatigue.
- May result in a shortage and overburdening of supervisory and executive personnel.
- May cause interdepartmental communication problems because key personnel are not available on a Monday or Friday when needed.
- May generate criticism by some city residents who feel that department heads and key personnel should be available in City Hall five days a week on a regular basis.
- May lead to changes in daily and weekly routines that are not acceptable to all employees.
- Certain legal constraints may complicate the transition to a ten-hour day.

Most of these disadvantages may be overcome if proper planning and communication precedes implementation. Mayors, councilmen, city managers and department heads should be aware that selling the 4-10 plan involves answering

three basic questions: what's in it for employees? what's in it for the general citizenry? and what's in it for the municipal organization?

The legal constraints built into the 4-day plan are more formidable, and may even require state legislative action. Of particular interest is Article 5172a, V.T.C.S., which restricts to nine the daily hours of work for women, unless they consent to a longer day. Also, Articles 1579 and 1580, Penal Code, stipulate that public works personnel must not be worked more than eight hours per day. (Exceptions to a city-wide 4-10 plan could, of course, be made to meet these statutory requirements.)

Certain larger implications of the 4-day plan cannot be ignored. For one, 4-10 will require a fundamental change in the way of life of workers and their families. Also, the community as a whole will have a stake in the effect of 4-10 on parks and other leisure-oriented facilities, on traffic and transportation facilities, and in other areas. These, too, are considerations which the urban administrator must weigh at some point in the course of his decisions regarding this innovation.

Although there are some drawbacks, the four-day week is sweeping the country in much the same fashion that the five-day week did just 30 years ago. More and more cities are discovering that the concept works well and that it serves both employee and management goals.

## NEW TOLL ROADS ARE PROPOSED BY FORD

Kentucky's newly elected Governor Wendell Ford told newsmen in an interview November 22 that his administration would continue the policy of criss-crossing Kentucky with modern new roads, including two additional toll parkways.

One parkway would be built from the new Ohio River bridge at Brandenburg to Elizabethtown; another would extend the Southern Kentucky Parkway now under construction from Bowling Green to connect with I-24, also now under construction.

Governor Ford also discussed an extension of the Daniel Boone Parkway from Hazard to connect with the new four-lane U.S. 23 at Prestonburg. The extension would be built with Appalachian funds and would be a toll-free highway. This would have 70 per cent FA funding.

The new proposals would make possible modern highways from Paducah to Pikeville, thus connecting the great western Kentucky lakes with the scenic mountain regions.