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Testimony on AB 537

**Ruth Jones, Personnel Officer III
Department of Employment Training and Rehabilitation**

The Department of Employment, Training and Rehabilitation opposes sections 1 and 4 of AB 537.

Section 1 of the bill would revise the amount of payment an employee is entitled to receive for a holiday based on his work schedule. Specifically this section would allow an employee on an innovative schedule such as four, ten-hour days, to be paid 10 hours for a holiday that falls on one of their regularly scheduled work days. An employee on a "4/10" schedule would then only work 30 hours for the remainder of that week. An employee on a traditional, standard 5 day 8 hour per day schedule would get 8 hours for the holiday and would be required to work 32 hours for the remainder of the week. This proposal would result in employees on a traditional 5 day 8 hour schedule working more hours during a holiday week than employees on an innovative schedule. As you can see this proposal would result in a dramatic inequity between employees who work different types of schedules. The Department of Employment, Training and Rehabilitation cannot support this type of inequity and strongly opposes this section.

Sections 2 and 3 propose a method of automatically supplementing each Department's catastrophic leave bank. The Department is not opposed in principle to this proposal.

Finally, section 4 of this bill provides for arbitration as an alternate grievance resolution process to the Employment Management Committee. Arbitration is costly and would potentially result in inconsistent decision making. The Department of Employment, Training and Rehabilitation opposes the adoption of arbitration as a grievance resolution process.

Thank you very much for the time to speak in opposition to this bill today.

Inequity Proposed in Section 1 of AB 537

Comparison of Employee working a traditional 8 hour day schedule with an Employee working an alternate, innovative schedule with a 10 hour day

NON HOLIDAY WORK WEEK

	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Employee A	Off	10 hours	10 hours	10hours	10 hours	Off	Off
Employee B	Off	8 hours	8 hours	8hours	8 hours	8 hours	Off

HOLIDAY WORK WEEK

	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Employee A	Off	Holiday	10 hours	10hours	10 hours	Off	Off
Employee B	Off	Holiday	8 hours	8hours	8 hours	8 hours	Off

Employee A works 30 hours in this holiday week.

Employee B works 32 hours in this holiday week.