

SENATE BILL NO. 22—SENATOR NEAL

PREFILED JANUARY 24, 2003

Referred to Committee on Commerce and Labor

SUMMARY—Broadens applicability of laws relating to unlawful employment practices. (BDR 53-132)

FISCAL NOTE: Effect on Local Government: No.  
Effect on the State: No.

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EXPLANATION – Matter in *bolded italics* is new; matter between brackets ~~omitted material~~ is material to be omitted.

AN ACT relating to employment; reducing the minimum number of employees that an employer must have to be subject to the provisions prohibiting unlawful employment practices; and providing other matters properly relating thereto.

THE PEOPLE OF THE STATE OF NEVADA, REPRESENTED IN SENATE AND ASSEMBLY, DO ENACT AS FOLLOWS:

- 1     **Section 1.** NRS 613.310 is hereby amended to read as follows:  
2     613.310 As used in NRS 613.310 to 613.435, inclusive, unless  
3 the context otherwise requires:  
4     1. “Disability” means, with respect to a person:  
5     (a) A physical or mental impairment that substantially limits one  
6 or more of the major life activities of the person;  
7     (b) A record of such an impairment; or  
8     (c) Being regarded as having such an impairment.  
9     2. “Employer” means any person who has ~~15~~ *five* or more  
10 employees for each working day in each of 20 or more calendar  
11 weeks in the current or preceding calendar year, but does not  
12 include:  
13     (a) The United States or any corporation wholly owned by the  
14 United States.  
15     (b) Any Indian tribe.  
16     (c) Any private membership club exempt from taxation pursuant  
17 to 26 U.S.C. § 501(c).



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1 3. "Employment agency" means any person regularly  
2 undertaking with or without compensation to procure employees for  
3 an employer or to procure for employees opportunities to work for  
4 an employer, but does not include any agency of the United States.

5 4. "Labor organization" means any organization of any kind, or  
6 any agency or employee representation committee or plan, in which  
7 employees participate and which exists for the purpose, in whole or  
8 in part, of dealing with employers concerning grievances, labor  
9 disputes, wages, rates of pay, hours of employment or other  
10 conditions of employment.

11 5. "Person" includes the State of Nevada and any of its  
12 political subdivisions.

13 6. "Sexual orientation" means having or being perceived as  
14 having an orientation for heterosexuality, homosexuality or  
15 bisexuality.

