

ASSEMBLY BILL NO. 108—ASSEMBLYMAN FUMO

PREFILED JANUARY 29, 2019

Referred to Committee on Government Affairs

SUMMARY—Revises provisions relating to state employment.
(BDR 23-762)

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

~

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

AN ACT relating to state employment; requiring certain state agencies to provide an employee orientation to new employees, to allow certain employee organizations to provide a presentation during such an orientation or meet with a new employee under certain circumstances and to provide such an employee organization with certain information concerning new employees; requiring certain state agencies to allow certain employee organizations to meet with employees at certain locations; and providing other matters properly relating thereto.

Legislative Counsel's Digest:

1 Existing law sets forth various requirements concerning employment with a
2 department, commission, board, bureau, office or other agency of the Executive
3 Department of the State Government, with certain exceptions. (Chapter 284 of
4 NRS; chapter 284 of NAC) **Section 6** of this bill requires such an employing state
5 agency to provide an orientation to a new employee during the employee's regular
6 work hours within 30 days after the employee's date of hire or within a reasonable
7 time thereafter. Additionally, **section 6** requires an employing state agency to allow
8 an employee organization which has at least 100 members who make payments to
9 the employee organization pursuant to payroll withholdings to give an in-person
10 presentation of at least 30 minutes during the orientation. The employee
11 organization is authorized to designate a representative to attend the orientation
12 during paid time. **Sections 6 and 7** of this bill require an employing state agency to
13 provide such an employee organization with certain information concerning a
14 newly hired employee and to allow such an employee organization to meet with an
15 employee who is unable to receive the employee orientation within the required
16 time.



17 **Section 8** of this bill requires an employing state agency to allow such an
18 employee organization to meet with an employee outside regular work hours or
19 during breaks in designated areas on the premises of the employee's work location.

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

1 **Section 1.** Chapter 284 of NRS is hereby amended by adding
2 thereto the provisions set forth as sections 2 to 8, inclusive, of this
3 act.

4 **Sec. 2.** *As used in sections 2 to 8, inclusive, of this act, unless
5 the context otherwise requires, the words and terms defined in
6 sections 3, 4 and 5 of this act have the meanings ascribed to them
7 in those sections.*

8 **Sec. 3.** *“Employee organization” means an organization of
9 any kind consisting of one or more units or groups that:*

10 *1. Has the improvement of the terms and conditions of
11 employment of state employees as one of its purposes; and*

12 *2. Has at least 100 members who have amounts withheld
13 from their salaries or wages for payment to the organization
14 pursuant to NRS 281.129.*

15 **Sec. 4.** *“Employing state agency” means a department,
16 commission, board, bureau, office or other agency of the
17 Executive Department of the State Government to which this
18 chapter applies.*

19 **Sec. 5.** *“State employee” means a person employed by an
20 employing state agency.*

21 **Sec. 6.** *1. Within 30 days after the date on which a state
22 employee is hired or within a reasonable time thereafter, the
23 employing state agency shall provide to the state employee an
24 orientation during the regular work hours of the state employee
25 which consists of:*

26 *(a) A presentation containing information related to
27 employment with the employing state agency, including, without
28 limitation:*

29 *(1) The personnel policies of the employing state agency;*

30 *(2) Any rules concerning ethics, conflicts of interest and
31 civil service to which the state employee is subject; and*

32 *(3) Any benefits programs for which the state employee is
33 eligible.*

34 *(b) A presentation by an employee organization, in person, of
35 at least 30 minutes.*

36 *2. The presentation required by paragraph (a) of subsection 1
37 may be conducted:*



1 (a) *In person;*

2 (b) *By video conference; or*

3 (c) *Through a prerecorded video or electronic method.*

4 3. *An employing state agency shall give an employee*
5 *organization notice of the date and time of an orientation required*
6 *by subsection 1 not later than 10 days before the orientation.*

7 4. *An employee organization may designate a state employee*
8 *who is a member of the employee organization as a representative*
9 *to attend the orientation required by subsection 1 on paid time. An*
10 *employing state agency may not deny the representative the*
11 *opportunity to attend the orientation required by subsection 1*
12 *unless the absence of the representative from work would*
13 *significantly inhibit or disrupt the functioning of the employing*
14 *state agency. If an employing state agency denies the*
15 *representative's attendance, the employee organization may*
16 *designate another state employee who is a member of the employee*
17 *organization as the representative.*

18 5. *Within 7 days after the date on which a state employee is*
19 *hired, the employing state agency shall provide an employee*
20 *organization with the name, job title, department, work telephone*
21 *number and work address of the state employee. The employing*
22 *state agency shall comply with this subsection regardless of*
23 *whether the state employee who is hired was previously employed*
24 *by an employing state agency.*

25 **Sec. 7.** *An employing state agency shall provide an employee*
26 *organization with the name and work location of any state*
27 *employee who was unable to receive the orientation required by*
28 *section 6 of this act within the period set forth in that section. The*
29 *employing state agency shall allow the employee organization to*
30 *meet with any such employee for at least 30 minutes during the*
31 *regular work hours of the state employee to introduce the*
32 *employee organization and explain its role and functions.*

33 **Sec. 8.** *An employing state agency shall allow an employee*
34 *organization to meet with a state employee outside of or during*
35 *breaks in regular work hours in areas at the state employee's work*
36 *location designated by the employing state agency.*

37 **Sec. 9.** This act becomes effective on July 1, 2019.

