

SENATE BILL NO. 211—SENATOR STONE

FEBRUARY 18, 2025

Referred to Committee on Government Affairs

**SUMMARY**—Revises provisions relating to collective bargaining for certain state employees. (BDR 23-563)

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

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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 public employees; authorizing, under certain circumstances, peace officers or firefighters in the Executive Department of State Government to collectively bargain for insurance benefits; and providing other matters properly relating thereto.

**Legislative Counsel’s Digest:**

1 Existing law prohibits collective bargaining between the Executive Department  
2 of State Government and the exclusive representative of a bargaining unit for  
3 insurance benefits. (NRS 288.500) This bill creates an exception to authorize the  
4 Executive Department of State Government and the exclusive representative of a  
5 bargaining unit that represents category I peace officers, category II peace officers,  
6 category III peace officers, firefighters, supervisory employees who are category I  
7 peace officers, supervisory employees who are category II peace officers,  
8 supervisory employees who are category III peace officers or supervisory  
9 employees who are firefighters to negotiate to leave the Public Employees’ Benefits  
10 Program and obtain other life, accident or health insurance, or any combination  
11 thereof. Existing law authorizes certain groups of state officers and employees to  
12 leave the Program and obtain other life, accident or health insurance, or any  
13 combination thereof, subject to the approval of the Board of the Public Employees’  
14 Benefits Program. (NRS 287.0479) If such peace officers and firefighters negotiate  
15 to leave the Program, this bill exempts such an action from the requirement to  
16 obtain the approval of the Board.



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

1 **Section 1.** NRS 288.500 is hereby amended to read as follows:

2 288.500 1. For the purposes of collective bargaining,  
3 supplemental bargaining and other mutual aid or protection,  
4 employees have the right to:

5 (a) Organize, form, join and assist labor organizations, engage in  
6 collective bargaining and supplemental bargaining through  
7 exclusive representatives and engage in other concerted activities;  
8 and

9 (b) Refrain from engaging in such activity.

10 2. Collective bargaining and supplemental bargaining entail a  
11 mutual obligation of the Executive Department and an exclusive  
12 representative to meet at reasonable times and to bargain in good  
13 faith with respect to:

14 (a) The subjects of mandatory bargaining set forth in subsection  
15 2 of NRS 288.150, except paragraph (f) of that subsection;

16 (b) The negotiation of an agreement;

17 (c) The resolution of any question arising under an agreement;  
18 and

19 (d) The execution of a written contract incorporating the  
20 provisions of an agreement, if requested by either party.

21 3. *Notwithstanding the provisions of paragraph (a) of*  
22 *subsection 2, the Executive Department and the exclusive*  
23 *representative of each bargaining unit established pursuant to*  
24 *paragraphs (g), (h), (i) and (k) to (o), inclusive, of subsection 1 of*  
25 *NRS 288.515 may negotiate for such employees to leave the Public*  
26 *Employees' Benefits Program and obtain other life, accident or*  
27 *health insurance, or any combination thereof. The provisions of*  
28 *NRS 287.0479 do not apply to a group of employees who negotiate*  
29 *to leave the Public Employees' Benefits Program pursuant to this*  
30 *paragraph.*

31 4. The subject matters set forth in subsection 3 of NRS 288.150  
32 are not within the scope of mandatory bargaining and are reserved to  
33 the Executive Department without negotiation.

34 ~~4.~~ 5. Notwithstanding the provisions of any collective  
35 bargaining agreement negotiated pursuant to the provisions of NRS  
36 288.400 to 288.630, inclusive, the Executive Department is entitled  
37 to take the actions set forth in paragraph (b) of subsection 6 of NRS  
38 288.150. Any action taken under the provisions of this subsection  
39 must not be construed as a failure to negotiate in good faith.

40 ~~5.~~ 6. This section does not preclude, but the provisions of  
41 NRS 288.400 to 288.630, inclusive, do not require, the Executive  
42 Department to negotiate subject matters set forth in subsection ~~3~~ 4



1 which are outside the scope of mandatory bargaining. The Executive  
2 Department shall discuss subject matters outside the scope of  
3 mandatory bargaining but it is not required to negotiate those  
4 matters.

5 ~~[6.]~~ 7. The Executive Department shall furnish to an exclusive  
6 representative data that is maintained in the ordinary course of  
7 business and which is relevant and necessary to the discussion of the  
8 subjects of mandatory bargaining described in subsection 2. This  
9 subsection shall not be construed to require the Executive  
10 Department to furnish to the exclusive representative any advice or  
11 training received by representatives of the Executive Department  
12 concerning collective bargaining.

13 ~~[7.]~~ 8. To the greatest extent practicable, any decision issued  
14 by the Board before October 1, 2019, relating to the interpretation  
15 of, or the performance under, the provisions of NRS 288.150 shall  
16 be deemed to apply to any complaint arising out of the interpretation  
17 of, or performance under, the provisions of this section.



