

(Reprinted with amendments adopted on April 21, 2023)

FIRST REPRINT

A.B. 224

ASSEMBLY BILL NO. 224—ASSEMBLYMEN PETERS, WATTS, BILBRAY-AXELROD, ANDERSON, LA RUE HATCH; BROWN-MAY, CARTER, COHEN, CONSIDINE, D’SILVA, DURAN, GONZÁLEZ, GORELOW, HIBBETTS, JAUREGUI, KOENIG, MARZOLA, BRITNEY MILLER, C.H. MILLER, MONROE-MORENO, NGUYEN, ORENTLICHER, SUMMERS-ARMSTRONG, TAYLOR, THOMAS, TORRES AND YEAGER

FEBRUARY 23, 2023

JOINT SPONSORS: SENATORS NGUYEN; DONATE AND PAZINA

Referred to Committee on Government Affairs

SUMMARY—Revises provisions governing collective bargaining. (BDR 23-155)

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 collective bargaining; authorizing collective bargaining for certain state employees; providing for the recognition of professional organizations; providing for the establishment of bargaining units and the designation of exclusive representatives; establishing certain rights for professional organizations and professional employees; establishing procedures for collective bargaining and for making collective bargaining agreements; authorizing the Government Employee-Management Relations Board to collect certain fees; prohibiting certain practices relating to collective bargaining; authorizing a state professional employer to use the services of the Division of Human Resource Management of the Department of Administration and the Attorney General for certain purposes; authorizing the Board of Regents of the University of Nevada to conduct collective bargaining negotiations and enter into collective bargaining agreements with certain employees; providing a civil penalty; and providing other matters properly relating thereto.



**Legislative Counsel's Digest:**

1 Existing law authorizes collective bargaining between: (1) local government  
2 employers and local government employees; and (2) the State and certain state  
3 employees. (Chapter 288 of NRS) This bill authorizes collective bargaining  
4 between state professional employers and professional employees. **Section 5** of this  
5 bill defines "state professional employer" to mean a board, commission or similar  
6 body within the Executive Department of the State Government, including, without  
7 limitation, the Board of Regents of the University of Nevada, that employs 400 or  
8 more professional employees. **Section 13** of this bill defines "professional  
9 employee" to mean a person who, with various exceptions, is employed by a state  
10 professional employer and who is: (1) in the unclassified service of the State; or (2)  
11 paid in accordance with any arrangement other than the pay plan for the classified  
12 service of the State.

13 **Sections 2, 57 and 59** of this bill expand the powers and duties of the  
14 Government Employee-Management Relations Board to include hearing and  
15 deciding disputes between state professional employers and professional  
16 employees.

17 **Section 17** of this bill sets forth certain legislative findings and declarations.  
18 **Section 18** of this bill authorizes professional employees to organize, form, join  
19 and assist professional organizations and engage in collective bargaining activity or  
20 refrain from engaging in such activity. **Sections 1 and 22** of this bill authorize an  
21 officer of a state professional employer to, upon written authorization by a  
22 professional employee, withhold money from the salary or wages of the employee  
23 to pay dues or fees to a professional organization.

24 **Section 19** of this bill provides for the recognition of a professional  
25 organization by a state professional employer. **Sections 19 and 58** of this bill set  
26 forth the conditions under which a state professional employer is authorized to  
27 withdraw such recognition. **Section 23** of this bill: (1) authorizes a recognized  
28 professional organization to, with certain limitations, represent a professional  
29 employee with respect to any condition of the employment of the employee; and (2)  
30 provides that only an exclusive representative may engage in collective bargaining  
31 on behalf of the professional employees of the applicable bargaining unit.

32 **Section 24** of this bill authorizes, with certain conditions, a professional  
33 employee to act for himself or herself with respect to conditions of his or her  
34 employment. **Section 20** of this bill establishes certain rights of professional  
35 organizations. **Section 21** of this bill requires, upon request by an exclusive  
36 representative, a state professional employer to furnish to the representative certain  
37 personal contact information relating to each professional employee represented by  
38 the representative. **Section 25** of this bill requires a professional employee who  
39 could be subject to certain adverse employment actions to be provided with certain  
40 notice and afforded certain rights.

41 **Section 26** of this bill provides for the creation and organization of bargaining  
42 units. **Sections 27-31** of this bill set forth procedures for a professional organization  
43 to be designated by the Board, either with or without an election, as an exclusive  
44 representative of a bargaining unit. **Sections 29 and 62** of this bill: (1) require the  
45 Board to verify each showing of interest filed by a professional organization against  
46 the employment records of the state professional employer; and (2) provide that a  
47 showing of interest by a professional employee or a petition requesting an election  
48 relating to exclusive representation submitted to the Board is confidential and not a  
49 public record.

50 **Section 32** of this bill requires each state professional employer that has  
51 recognized one or more professional organizations and each professional  
52 organization to file certain reports with the Board annually.

53 **Section 33** of this bill sets forth certain subjects that constitute the scope of  
54 mandatory bargaining. **Section 34** of this bill requires negotiations between an



55 exclusive representative and a state professional employer to commence not later  
56 than 60 calendar days after one party gives notice to the other party. **Section 35** of  
57 this bill sets forth certain duties of an exclusive representative. **Section 36** of this  
58 bill requires a state professional employer to designate a representative to engage in  
59 collective bargaining with an exclusive representative. **Section 36** further requires a  
60 state professional employer to comply with reasonable requests to furnish certain  
61 data to the exclusive representative. **Section 39** of this bill authorizes a professional  
62 organization to be represented by a licensed attorney in negotiations with a state  
63 professional employer.

64 **Sections 37, 38, 41 and 42** of this bill set forth various requirements and  
65 limitations relating to the provisions of a collective bargaining agreement. **Section**  
66 **64** of this bill provides that in the event of a conflict between certain policies and  
67 procedures for personnel adopted by the Board of Regents of the University of  
68 Nevada and the provisions of a collective bargaining agreement, the provisions of  
69 the collective bargaining agreement prevail.

70 **Section 40** of this bill requires any new or modified collective bargaining  
71 agreement between a state professional employer and an exclusive representative to  
72 be: (1) submitted to the members of the professional organization for a ratification  
73 vote; and (2) approved at a public hearing by, depending on the state professional  
74 employer, either the State Board of Examiners or the Board of Regents. **Sections 46**  
75 **and 63** of this bill provide that certain meetings convened for the purpose of  
76 collective bargaining and resolving disputes relating to collective bargaining are  
77 exempt from the provisions of existing law requiring open and public meetings of  
78 public bodies.

79 **Sections 43-45** of this bill provide for the mediation and arbitration of disputes  
80 between state professional employers and exclusive representatives.

81 **Section 47** of this bill prohibits certain practices in the context of collective  
82 bargaining. **Section 48** of this bill sets forth procedures to establish that a party has  
83 committed such a prohibited practice.

84 **Section 49** of this bill establishes certain provisions relating to actions brought  
85 by or against state professional employers or professional organizations.

86 Existing law requires the Government Employee-Management Relations Board  
87 to annually assess a fee on local government employers and the Executive  
88 Department for the support of the Board based on the number of employees  
89 employed by the local government employer or the Executive Department in the  
90 first pay period of the immediately preceding year. (NRS 288.139, 288.475)  
91 **Section 50** of this bill requires the Board to assess a similar fee on each state  
92 professional employer based on the number of professional employees in a  
93 bargaining unit that had an exclusive representative in the first pay period of the  
94 immediately preceding year.

95 **Sections 51 and 52** of this bill authorize: (1) a state professional employer to  
96 use the services of the Division of Human Resource Management of the  
97 Department of Administration and the Attorney General to provide support to the  
98 state professional employer to carry out the provisions of **sections 6-52** of this bill;  
99 and (2) the Division of Human Resource Management and the Attorney General to  
100 charge the state professional employer for any such services provided.

101 **Section 61** of this bill authorizes the Governor to request the drafting of as  
102 many legislative measures as are necessary to carry out the provisions of **sections**  
103 **6-52**. **Sections 56 and 60** of this bill revise provisions of existing law prohibiting  
104 strikes against the State or a local government employer by an employee  
105 organization or labor organization for the purpose of also prohibiting strikes by a  
106 professional organization.

107 **Sections 4, 5 and 7-16** of this bill define certain words and terms applicable to  
108 the provisions of this bill. **Sections 54 and 55** of this bill revise certain definitions  
109 relating to collective bargaining that are applicable to employee organizations and



110 labor organizations to also include professional organizations. **Section 53** of this  
111 bill makes a conforming change to indicate the proper placement of **sections 4 and**  
112 **5** in the Nevada Revised Statutes.

113 **Section 65** of this bill grants the Board of Regents the authority to conduct  
114 collective bargaining negotiations and to enter into collective bargaining  
115 agreements with the professional employees of the Nevada System of Higher  
116 Education.

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

1 **Section 1.** NRS 281.129 is hereby amended to read as follows:

2 281.129 1. Any officer of the State, except the Legislative  
3 Fiscal Officer, who disburses money in payment of salaries and  
4 wages of officers and employees of the State:

5 (a) May, upon written requests of the officer or employee  
6 specifying amounts, withhold those amounts and pay them to:

7 (1) Charitable organizations;

8 (2) Employee credit unions;

9 (3) Except as otherwise provided in paragraph (c), insurers;

10 (4) The United States for the purchase of savings bonds and  
11 similar obligations of the United States; and

12 (5) Except as otherwise provided in NRS 288.545 ~~and~~ *and*  
13 *section 22 of this act*, employee organizations, ~~and~~ labor  
14 organizations ~~and~~ *and professional organizations*.

15 (b) May, in accordance with an agreement entered into pursuant  
16 to NRS 701A.450 between the Director of the Office of Energy and  
17 the officer or employee specifying amounts, withhold those amounts  
18 and pay them to the Director of the Office of Energy for credit to the  
19 Renewable Energy Account created by NRS 701A.450.

20 (c) Shall, upon receipt of information from the Public  
21 Employees' Benefits Program specifying amounts of premiums or  
22 contributions for coverage by the Program, withhold those amounts  
23 from the salaries or wages of officers and employees who  
24 participate in the Program and pay those amounts to the Program.

25 2. The State Controller may adopt regulations necessary to  
26 withhold money from the salaries or wages of officers and  
27 employees of the Executive Department.

28 **Sec. 2.** NRS 281.755 is hereby amended to read as follows:

29 281.755 1. Except as otherwise provided in subsections 2 and  
30 5, a public body shall provide an employee who is the mother of a  
31 child under 1 year of age with:

32 (a) Reasonable break time, with or without compensation, for  
33 the employee to express breast milk as needed; and



1 (b) A place, other than a bathroom, that is reasonably free from  
2 dirt or pollution, protected from the view of others and free from  
3 intrusion by others where the employee may express breast milk.

4 2. If the public body determines that complying with the  
5 provisions of subsection 1 will cause an undue hardship considering  
6 the size, financial resources, nature and structure of the public body,  
7 the public body may meet with the employee to agree upon a  
8 reasonable alternative. If the parties are not able to reach an  
9 agreement, the public body may require the employee to accept a  
10 reasonable alternative selected by the public body and the employee  
11 may appeal the decision by filing a complaint in the manner set  
12 forth in subsection 4.

13 3. An officer or agent of a public body shall not retaliate, or  
14 direct or encourage another person to retaliate, against an employee  
15 of the public body because the employee has:

16 (a) Taken break time or used the space provided pursuant to  
17 subsection 1 or 2 to express breast milk; or

18 (b) Taken any action to require the public body to comply with  
19 the requirements of this section, including, without limitation, filing  
20 a complaint, testifying, assisting or participating in any manner in an  
21 investigation, proceeding or hearing to enforce the provisions of this  
22 section.

23 4. An employee who is aggrieved by the failure of a public  
24 body to comply with the provisions of this section may:

25 (a) If the employee is employed by the Executive Department of  
26 State Government, is not an employee of an entity described in NRS  
27 284.013 and is not an employee in a bargaining unit pursuant to  
28 NRS 288.400 to 288.630, inclusive, *or sections 6 to 52, inclusive,*  
29 *of this act*, file a complaint with the Employee-Management  
30 Committee in accordance with the procedures provided pursuant to  
31 NRS 284.384;

32 (b) If the employee is employed by the Legislative Department  
33 of State Government, file a complaint with the Director of the  
34 Legislative Counsel Bureau;

35 (c) If the employee is employed by the Judicial Department of  
36 State Government, file a complaint with the Court Administrator;  
37 and

38 (d) If the employee is employed by a political subdivision of this  
39 State or any public or quasi-public corporation organized under the  
40 laws of this State or if the employee is employed by the Executive  
41 Department of State Government and is an employee in a bargaining  
42 unit pursuant to NRS 288.400 to 288.630, inclusive, *or sections 6 to*  
43 *52, inclusive, of this act*, file a complaint with the Government  
44 Employee-Management Relations Board in the manner set forth in  
45 NRS 288.115.



1 5. The requirements of this section do not apply to the  
2 Department of Corrections. The Department is encouraged to  
3 comply with the provisions of this section to the extent practicable.

4 6. As used in this section, "public body" means:

5 (a) The State of Nevada, or any agency, instrumentality or  
6 corporation thereof;

7 (b) The Nevada System of Higher Education; or

8 (c) Any political subdivision of this State or any public or quasi-  
9 public corporation organized under the laws of this State, including,  
10 without limitation, counties, cities, unincorporated towns, school  
11 districts, charter schools, hospital districts, irrigation districts and  
12 other special districts.

13 **Sec. 3.** Chapter 288 of NRS is hereby amended by adding  
14 thereto the provisions set forth as sections 4 to 52, inclusive, of this  
15 act.

16 **Sec. 4.** *"Professional organization" means an organization*  
17 *of any kind that:*

18 1. *Has, as one of its purposes, the improvement of the terms*  
19 *and conditions of employment of professional employees, as*  
20 *defined in section 13 of this act; and*

21 2. *Provides the service of representation to professional*  
22 *employees, including, without limitation, in collective bargaining*  
23 *with state professional employers.*

24 **Sec. 5.** *"State professional employer" means a board,*  
25 *commission or similar body within the Executive Department,*  
26 *including, without limitation, the Board of Regents of the*  
27 *University of Nevada on behalf of the Nevada System of Higher*  
28 *Education, that employs 400 or more professional employees as*  
29 *defined in section 13 of this act.*

30 **Sec. 6.** *As used in sections 6 to 52, inclusive, of this act,*  
31 *unless the context otherwise requires, the words and terms defined*  
32 *in sections 7 to 16, inclusive, of this act have the meanings*  
33 *ascribed to them in those sections.*

34 **Sec. 7.** *"Arbitration" means a process of dispute resolution*  
35 *in which the parties involved in an impasse or grievance submit*  
36 *their dispute to a third party for a final and binding decision.*

37 **Sec. 8.** *"Bargaining unit" means a group of professional*  
38 *employees recognized by a state professional employer as having*  
39 *sufficient community of interest for representation by a*  
40 *professional organization for the purpose of collective bargaining.*

41 **Sec. 9.** *"Confidential employee" means an employee who*  
42 *provides administrative support to an employee who assists in the*  
43 *formulation, determination and effectuation of managerial*  
44 *personnel policies concerning collective bargaining.*



1 **Sec. 10.** *“Exclusive representative” means a professional*  
2 *organization that, as a result of its designation as such by the*  
3 *Board, has the exclusive right to:*

4 1. *Represent all the professional employees within a*  
5 *bargaining unit; and*

6 2. *Engage in collective bargaining with a state professional*  
7 *employer pursuant to sections 6 to 52, inclusive, of this act*  
8 *concerning wages, hours and other terms and conditions of*  
9 *employment for those professional employees.*

10 **Sec. 11.** *“Grievance” means an act, omission or occurrence*  
11 *that a professional employee or an exclusive representative*  
12 *believes to be an injustice relating to any condition arising out of*  
13 *the relationship between a state professional employer and a*  
14 *professional employee, including, without limitation, working*  
15 *hours, working conditions, membership in a professional*  
16 *organization or the interpretation of any law, regulation or*  
17 *agreement.*

18 **Sec. 12.** 1. *“Managerial employee” means an employee*  
19 *whose primary function is to administer and control the business*  
20 *of any state professional employer and who is vested with*  
21 *discretion and independent judgment with regard to the general*  
22 *conduct and control of the state professional employer.*

23 2. *The term includes, without limitation:*

24 (a) *A chief administrative officer, the chief administrative*  
25 *officer’s deputy and immediate assistants, department heads and*  
26 *their deputies and immediate assistants, appointed officials and*  
27 *others who are primarily responsible for formulating and*  
28 *administering management policies and programs;*

29 (b) *Administrators of an academic institution, including,*  
30 *without limitation:*

31 (1) *Chancellors, presidents, provosts and deans;*

32 (2) *Vice, associate and assistant chancellors, presidents,*  
33 *provosts and deans; and*

34 (3) *Other employees who are primarily responsible for*  
35 *formulating and administering management policies and*  
36 *programs; and*

37 (c) *Attorneys who serve a state professional employer or advise*  
38 *other managerial employees.*

39 3. *With respect to professional employees of an academic*  
40 *institution:*

41 (a) *A professional employee shall not be deemed a managerial*  
42 *employee solely because the professional employee participates in*  
43 *decisions with respect to courses, curriculum, personnel or other*  
44 *matters of educational policy through shared governance*  
45 *mechanisms or peer review.*



1 (b) A chair or head of a department or similar academic unit  
2 or program who performs the duties described in paragraph (a)  
3 primarily on behalf of the members of the academic unit or  
4 program shall not be deemed a managerial employee solely  
5 because of those duties.

6 **Sec. 13. 1. “Professional employee” means a person who is**  
7 **employed by a state professional employer and:**

8 (a) Is in the unclassified service of the State; or

9 (b) Is paid in accordance with any arrangement other than the  
10 pay plan for the classified service of the State.

11 2. The term does not include:

12 (a) A local government employee;

13 (b) A person who is employed in the classified service of the  
14 State pursuant to chapter 284 of NRS;

15 (c) A person who is employed by the Nevada System of Higher  
16 Education:

17 (1) In the classified service of the State; or

18 (2) Who is required to be paid in accordance with the pay  
19 plan for the classified service of the State;

20 (d) A person employed by the Public Employees’ Retirement  
21 System who is required to be paid in accordance with the pay plan  
22 for the classified service of the State;

23 (e) An elected official or any person appointed to fill a vacancy  
24 in an elected office;

25 (f) A person who is employed in neither the classified nor the  
26 unclassified service of the State pursuant to NRS 223.085;

27 (g) A person whose employment is the result of an  
28 appointment by the Governor to a position which deems the person  
29 to be a civil officer of the State pursuant to NRS 232A.030 or  
30 616C.340;

31 (h) A managerial employee;

32 (i) A confidential employee;

33 (j) A temporary, intermittent or seasonal worker who is  
34 employed for less than 90 calendar days in a period of 365  
35 calendar days;

36 (k) A commissioned officer or an enlisted member of the  
37 Nevada National Guard; or

38 (l) A person who is employed within the office of a statewide  
39 elected constitutional officer.

40 **Sec. 14. “Recognition” or “recognized” means the formal**  
41 **acknowledgment by a state professional employer that a particular**  
42 **professional organization has the right to represent professional**  
43 **employees of the state professional employer.**

44 **Sec. 15. “Showing of interest” means written or electronic**  
45 **documentation that provides evidence of the membership of a**





1 *professional employee in or his or her support for a professional*  
2 *organization for the purpose of exclusive representation. The term*  
3 *includes any electronic signature pursuant to chapter 719 of NRS.*

4 **Sec. 16. 1.** *“Supervisory employee” means a person who*  
5 *does not have the responsibility for the general conduct and*  
6 *control of a state professional employer, but who:*

7 (a) *Performs management duties, including, without*  
8 *limitation:*

9 (1) *Establishing performance standards for subordinate*  
10 *employees;*

11 (2) *Scheduling, assigning, overseeing or reviewing the work*  
12 *of subordinate employees under established performance*  
13 *standards; or*

14 (3) *Effectively recommending the performance of the duties*  
15 *described in subparagraphs (1) and (2) and the manner in which*  
16 *such duties are performed; or*

17 (b) *Has the authority to adjust grievances, apply established*  
18 *personnel policies and procedures, enforce the provisions of a*  
19 *collective bargaining agreement or effectively recommend such*  
20 *action,*

21 *↳ if the exercise of the duties or authority described in paragraph*  
22 *(a) or (b) is not of a merely routine or clerical nature but requires*  
23 *the use of independent judgment and occupies a regular and*  
24 *significant portion of the employee’s workday.*

25 2. *With respect to professional employees of an academic*  
26 *institution:*

27 (a) *A professional employee shall not be deemed to be a*  
28 *supervisory employee solely because the professional employee*  
29 *participates in decisions with respect to courses, curriculum,*  
30 *personnel or other matters of educational policy through shared*  
31 *governance mechanisms or peer review.*

32 (b) *A chair or head of a department or similar academic unit*  
33 *or program who performs the duties described in paragraph (a)*  
34 *primarily on behalf of the members of the academic unit or*  
35 *program shall not be deemed a supervisory employee solely*  
36 *because of those duties.*

37 **Sec. 17. 1.** *The Legislature hereby finds and declares that*  
38 *there is a great need to:*

39 (a) *Promote harmonious and constructive relations between*  
40 *state professional employers and their professional employees;*  
41 *and*

42 (b) *Increase the efficiency of state professional employers.*

43 2. *It is therefore in the public interest that the Legislature*  
44 *enact provisions:*



1 (a) Granting certain professional employees the right to  
2 associate with others in organizing and choosing exclusive  
3 representatives for the purpose of engaging in collective  
4 bargaining;

5 (b) Requiring state professional employers to recognize  
6 professional organizations and to negotiate wages, hours and  
7 other terms and conditions of employment with exclusive  
8 representatives and to enter into written agreements evidencing  
9 the result of collective bargaining; and

10 (c) Establishing standards and procedures that protect the  
11 rights of professional employees, state professional employers and  
12 the people of the State.

13 3. The Legislature further finds and declares that:

14 (a) Joint decision making and consultation between  
15 administration and faculty or academic professional employees is  
16 a long-accepted manner of shared governance in institutions of  
17 higher education and is essential to the advancement of the  
18 educational missions of those institutions;

19 (b) It is a purpose of sections 6 to 52, inclusive, of this act to  
20 preserve and encourage the practice and mechanisms of shared  
21 governance with respect to professional employees of public  
22 institutions of higher education in this State; and

23 (c) The provisions of sections 6 to 52, inclusive, of this act are  
24 not intended to restrict, limit or prohibit the full exercise of the  
25 functions of faculty in any shared governance mechanism or  
26 practice, including, without limitation, the establishment and  
27 function of faculty senates and the principle of peer review in the  
28 appointment, retention and tenure of faculty in an institution of  
29 higher education.

30 **Sec. 18. 1.** For the purposes of collective bargaining and  
31 other mutual aid or protection, every professional employee has  
32 the right to:

33 (a) Organize, form, join and assist professional organizations,  
34 engage in collective bargaining through exclusive representatives  
35 and engage in other concerted activities; and

36 (b) Refrain from engaging in such an activity.

37 2. A state professional employer shall not discriminate in any  
38 way among its professional employees on account of membership  
39 or nonmembership in a professional organization.

40 3. Professional employees have the right to communicate  
41 with one another and with representatives of professional  
42 organizations concerning organization, representation, issues in  
43 the workplace, collective bargaining and the business and  
44 programs of a professional organization, including, without  
45 limitation, communicating by means of electronic mail, text



1 *messages and other electronic communications, telephone, paper*  
2 *documents and other means of communications of the workplace*  
3 *subject to the reasonable regulations of a state professional*  
4 *employer or such limitations as may be set forth in a collective*  
5 *bargaining agreement.*

6 **Sec. 19. 1.** *A state professional employer shall recognize a*  
7 *professional organization that presents to the state professional*  
8 *employer:*

9 *(a) A copy of the bylaws, charter or constitution of the*  
10 *professional organization, which demonstrates that the*  
11 *organization has as one of its purposes the improvement of*  
12 *the terms and conditions of employment of professional*  
13 *employees;*

14 *(b) A roster of its officers, if any, and representatives; and*

15 *(c) An identification of the professional employees that the*  
16 *professional organization seeks to represent.*

17 **2.** *If a state professional employer first receives the written*  
18 *permission of the Board, the state professional employer may*  
19 *withdraw recognition from a professional organization that fails*  
20 *to:*

21 *(a) Present a copy of each change in its bylaws, charter or*  
22 *constitution, if any; or*

23 *(b) Give notice of any change in the roster of its officers and*  
24 *representatives, if any.*

25 **Sec. 20. 1.** *Except as otherwise provided in subsection 2*  
26 *and subject to such reasonable regulations as a state professional*  
27 *employer may prescribe or such conditions and limitations as may*  
28 *be set forth in a collective bargaining agreement, a professional*  
29 *organization that has been recognized shall have the right to:*

30 *(a) At reasonable times, access areas in which professional*  
31 *employees work;*

32 *(b) Use bulletin boards, mailboxes, electronic mail and other*  
33 *means of communication to communicate with professional*  
34 *employees at their workplace;*

35 *(c) At reasonable times, use the facilities of a workplace for the*  
36 *purpose of meetings concerned with the exercise of any rights*  
37 *guaranteed under the provisions of sections 6 to 52, inclusive, of*  
38 *this act; and*

39 *(d) Provide information to professional employees during the*  
40 *orientation or on-boarding of new employees.*

41 **2.** *If a professional organization has been designated as the*  
42 *exclusive representative of a bargaining unit, no professional*  
43 *organization other than the professional organization designated*  
44 *as the exclusive representative may exercise the rights set forth in*  
45 *subsection 1 with respect to professional employees in the*



1 *bargaining unit except to the extent that such access is otherwise*  
2 *provided to the general public.*

3 **Sec. 21.** 1. *Unless a professional employee has directed a*  
4 *state professional employer not to furnish that employee's*  
5 *personal contact information to an exclusive representative, a*  
6 *state professional employer shall, upon the request of an exclusive*  
7 *representative but not more than once each calendar quarter,*  
8 *furnish to the exclusive representative the following personal*  
9 *contact information, as contained in the records of the state*  
10 *professional employer, for each professional employee who is*  
11 *represented by the exclusive representative:*

12 (a) *Home address;*

13 (b) *Home telephone number or other personal telephone*  
14 *number; and*

15 (c) *Personal electronic mail address.*

16 2. *The furnishing of an employee's personal contact*  
17 *information pursuant to subsection 1 does not make that*  
18 *information a public record for the purposes of chapter 239 of*  
19 *NRS.*

20 **Sec. 22.** 1. *Except as otherwise provided in subsection 4, an*  
21 *officer of a state professional employer shall, upon written*  
22 *authorization by a professional employee, withhold a sufficient*  
23 *amount of money from the salary or wages of the employee*  
24 *pursuant to NRS 281.129 to pay dues or similar fees to a*  
25 *recognized professional organization.*

26 2. *If applicable, a written authorization provided pursuant to*  
27 *subsection 1 must comply with the provisions of chapter 719 of*  
28 *NRS.*

29 3. *Except as otherwise provided in this subsection, a written*  
30 *authorization provided pursuant to subsection 1 is binding for the*  
31 *period specified in the authorization. An authorization may be*  
32 *revoked by the professional employee by notifying the professional*  
33 *organization in accordance with the terms of the authorization.*  
34 *The professional organization shall process a revocation of an*  
35 *authorization in a timely manner.*

36 4. *If the Board designates a professional organization as the*  
37 *exclusive representative of a bargaining unit pursuant to sections*  
38 *6 to 52, inclusive, of this act, an officer of a state professional*  
39 *employer shall not, pursuant to NRS 281.129, withhold any*  
40 *amount of money from the salary or wages of a professional*  
41 *employee within the bargaining unit to pay dues or similar fees to*  
42 *a professional organization other than the professional*  
43 *organization that is the exclusive representative of the bargaining*  
44 *unit.*



1       **Sec. 23. 1.** *Except as otherwise provided in this section, a*  
2 *recognized professional organization may represent a professional*  
3 *employee of a state professional employer that has recognized the*  
4 *professional organization with respect to any condition of the*  
5 *employment of the professional employee, including, without*  
6 *limitation, representation in disciplinary proceedings and*  
7 *investigations and proceedings for the adjustment of grievances,*  
8 *regardless of whether the professional employee is a member of*  
9 *the professional organization.*

10       2. *If a professional employee is in a bargaining unit that has*  
11 *an exclusive representative, no professional organization other*  
12 *than the professional organization designated as the exclusive*  
13 *representative for the bargaining unit may represent the*  
14 *professional employee.*

15       3. *Only the professional organization which has been*  
16 *designated by the Board as the exclusive representative of a*  
17 *bargaining unit pursuant to sections 6 to 52, inclusive, of this act*  
18 *may engage in collective bargaining on behalf of the professional*  
19 *employees of that bargaining unit.*

20       **Sec. 24. 1.** *Except as otherwise provided in this section, the*  
21 *recognition of a professional organization or the designation of a*  
22 *professional organization as an exclusive representative does not*  
23 *preclude a professional employee from acting for himself or*  
24 *herself with respect to any condition of his or her employment.*  
25 *Such a professional employee has the right to present grievances*  
26 *to a state professional employer at any time and to have those*  
27 *grievances adjusted.*

28       2. *If a professional employee, acting for himself or herself,*  
29 *presents a grievance to a state professional employer pursuant to*  
30 *subsection 1:*

31       (a) *Any action taken in the adjustment of a grievance must be*  
32 *consistent with the terms of an applicable collective bargaining*  
33 *agreement in effect, if any; and*

34       (b) *If the professional employee is in a bargaining unit that*  
35 *has an exclusive representative, the exclusive representative must*  
36 *be given an opportunity to be present at any meetings or hearings*  
37 *related to the adjustment of the grievance and be provided a copy*  
38 *of the adjustment of the grievance.*

39       **Sec. 25. 1.** *Subject to the conditions imposed by section 23*  
40 *of this act and any other conditions and limitations as may be set*  
41 *forth in a collective bargaining agreement, a professional*  
42 *employee who is the subject of an internal administrative*  
43 *investigation that could lead to dismissal, involuntary demotion,*  
44 *suspension, reduction of pay, payment of restitution or other*



1 similar adverse employment action against the professional  
2 employee must be:

3 (a) Provided notice in writing of the allegations against the  
4 professional employee within 30 calendar days after the date on  
5 which the state professional employer becomes aware, or  
6 reasonably should have become aware, of the allegations. The  
7 notice must be provided before the professional employee is  
8 questioned regarding the allegations.

9 (b) Afforded the right to have a lawyer or other representative  
10 of the professional employee's choosing present with the  
11 professional employee at any time that the professional employee  
12 is questioned regarding the allegations. The professional employee  
13 must be given not less than 2 business days to obtain such  
14 representation, unless the professional employee waives, in  
15 writing, his or her right to be represented.

16 2. If, during any questioning by a state professional  
17 employer, a professional employee who does not have a  
18 representative present has a reasonable belief that the questioning  
19 could lead to dismissal, involuntary demotion, suspension,  
20 reduction of pay, payment of restitution or similar adverse  
21 employment action against the professional employee and makes a  
22 clear request for representation by a recognized professional  
23 organization, the state professional employer must:

24 (a) Grant the request and delay the questioning by not less  
25 than 2 business days to allow a representative of the professional  
26 organization to be present and to provide an opportunity for the  
27 professional employee to consult with the representative; or

28 (b) Deny the request and end the questioning immediately.

29 3. A state professional employer must not retaliate in any way  
30 against a professional employee for asserting his or her rights  
31 under subsection 2.

32 4. A state professional employer shall annually inform its  
33 professional employees of the rights afforded to professional  
34 employees under subsection 2.

35 **Sec. 26.** 1. Each state professional employer which has  
36 recognized a professional organization shall determine, in  
37 consultation with the recognized organization, which group or  
38 groups of its professional employees constitute an appropriate  
39 bargaining unit or bargaining units. The primary criterion for that  
40 determination must be the community of interest among the  
41 employees concerned. Without restricting the rights of the parties  
42 to make their determination pursuant to this subsection, for the  
43 Nevada System of Higher Education, there is a presumption that  
44 the contact, interests and working conditions of employees within



1 a branch university, college or other branch create a sufficient  
2 community of interest.

3 2. Managerial employees must be excluded from any  
4 bargaining unit.

5 3. Confidential employees must be excluded from any  
6 bargaining unit but are entitled to participate in any plan to  
7 provide benefits for a group that is administered by the bargaining  
8 unit of which they would otherwise be a member.

9 4. A supervisory employee must not be a member of the same  
10 bargaining unit as the professional employees under the  
11 supervision of the supervisory employee. Any dispute between the  
12 parties as to whether a professional employee is a supervisor must  
13 be submitted to the Board. A professional organization which is  
14 negotiating on behalf of two or more bargaining units may select  
15 members of each unit to negotiate jointly on behalf of each other,  
16 even if one of the units consists of supervisory employees and the  
17 other unit does not.

18 5. If any professional organization is aggrieved by the  
19 determination of a bargaining unit, it may appeal to the Board.  
20 Subject to judicial review, the decision of the Board is binding  
21 upon the state professional employer and any professional  
22 organization involved. The Board shall apply the same criterion as  
23 specified in subsection 1.

24 **Sec. 27.** If no professional organization is designated as the  
25 exclusive representative of a bargaining unit and a recognized  
26 professional organization files with the Board a showing of  
27 interest for the professional organization by more than 50 percent  
28 of the professional employees in a bargaining unit which is  
29 verified by the Board pursuant to section 29 of this act, the Board  
30 shall designate the professional organization as the exclusive  
31 representative of the bargaining unit without ordering an election.

32 **Sec. 28. 1.** If no professional organization is designated as  
33 the exclusive representative of a bargaining unit, the Board shall  
34 order an election to be conducted within the bargaining unit if:

35 (a) A recognized professional organization files with the Board  
36 a written request for an election which includes a showing of  
37 interest for the professional organization by at least 30 percent but  
38 not more than 50 percent of the professional employees within the  
39 bargaining unit which is verified by the Board pursuant to section  
40 29 of this act; and

41 (b) No other election to choose, change or discontinue  
42 exclusive representation has been conducted within the  
43 bargaining unit during the immediately preceding 12 months.

44 2. If the Board has designated a professional organization as  
45 the exclusive representative of a bargaining unit following an



1 *election pursuant to subsection 1 or without an election pursuant*  
2 *to section 27 of this act, the Board shall order an election:*

3 (a) *If:*

4 (1) *Another recognized professional organization files with*  
5 *the Board a written request for an election which includes a*  
6 *showing of interest for the professional organization by more than*  
7 *50 percent of the professional employees within the bargaining*  
8 *unit; or*

9 (2) *A group of professional employees within the*  
10 *bargaining unit files with the Board a written request for an*  
11 *election which includes a petition or other evidence showing that*  
12 *more than 50 percent of the professional employees within the*  
13 *bargaining unit have requested that an election be conducted to*  
14 *change or discontinue exclusive representation;*

15 (b) *If applicable, the written request filed pursuant to*  
16 *paragraph (a) is filed at least 225 calendar days but not more than*  
17 *270 calendar days before the date on which the current collective*  
18 *bargaining agreement in effect for the bargaining unit expires;*  
19 *and*

20 (c) *If no other election to choose, change or discontinue*  
21 *exclusive representation has been conducted within the*  
22 *bargaining unit during the immediately preceding 12 months.*

23 **Sec. 29.** 1. *The Board shall verify each showing of interest*  
24 *filed by a professional organization pursuant to section 27 or 28 of*  
25 *this act and the identity of each professional employee identified in*  
26 *a written request filed by a group of professional employees*  
27 *pursuant to subparagraph (2) of paragraph (a) of subsection 2 of*  
28 *section 28 of this act by comparing the name of a professional*  
29 *employee included in the showing of interest or written request, as*  
30 *applicable, with the employment records of the state professional*  
31 *employer.*

32 2. *A showing of interest filed by a professional organization*  
33 *pursuant to section 27 or 28 of this act or a written request filed by*  
34 *a group of professional employees pursuant to subparagraph (2)*  
35 *of paragraph (a) of subsection 2 of section 28 of this act is*  
36 *confidential and is not a public record.*

37 3. *The Board shall not disclose to any person the identity of*  
38 *any professional employee who has participated in a showing of*  
39 *interest filed by a professional organization pursuant to section 27*  
40 *or 28 of this act or a written request filed by a group of*  
41 *professional employees pursuant to subparagraph (2) of*  
42 *paragraph (a) of subsection 2 of section 28 of this act.*

43 **Sec. 30.** 1. *If the Board orders an election within a*  
44 *bargaining unit pursuant to section 28 or 31 of this act, the Board*





1 shall order that each of the following be placed on the ballot for  
2 the election:

3 (a) If applicable, a choice for the recognized professional  
4 organization that requested the election pursuant to section 28 of  
5 this act;

6 (b) If applicable, a choice for the recognized professional  
7 organization that is currently designated as the exclusive  
8 representative of the bargaining unit;

9 (c) A choice for any other recognized professional  
10 organization that, on or before the date that is prescribed by the  
11 rules adopted by the Board pursuant to NRS 288.110 and section  
12 31 of this act, files with the Board a written request to be placed on  
13 the ballot for the election and includes with the written request a  
14 showing of interest for that other professional organization by at  
15 least 30 percent of the professional employees within the  
16 bargaining unit; and

17 (d) A choice for "no exclusive representation."

18 2. If a ballot for an election contains more than two choices  
19 and none of the choices on the ballot receives a majority of the  
20 votes cast at the initial election, the Board shall order a runoff  
21 election between the two choices on the ballot that received the  
22 highest number of votes at the initial election.

23 3. If the choice for "no exclusive representation" receives a  
24 majority of the votes cast at the initial election or at any runoff  
25 election, the Board shall designate the bargaining unit as being  
26 without an exclusive representative.

27 4. If a recognized professional organization receives a  
28 majority of the votes cast at the initial election or at any runoff  
29 election, the Board shall designate that professional organization  
30 as the exclusive representative of the bargaining unit.

31 **Sec. 31.** 1. The Board shall preside over all elections that  
32 are conducted pursuant to this section or section 28 or 30 of this  
33 act and shall determine the eligibility requirements for  
34 professional employees to vote in any such election.

35 2. An election conducted pursuant to this section or section  
36 28 or 30 of this act must be conducted by secret ballot. The Board  
37 may adopt rules prescribing the manner in which voting in such  
38 an election may be conducted, which may include, without  
39 limitation, voting in person, by mail or by secure electronic means.

40 3. A professional organization that is placed as a choice on  
41 the ballot for an election or any professional employee who is  
42 eligible to vote at an election may file with the Board a written  
43 objection to the results of the election. The objection must be filed  
44 not later than 10 business days after the date on which the notice  
45 of the results of the election is given by the Board.



1       4. *In response to a written objection filed pursuant to*  
2 *subsection 3 or upon its own motion, the Board may invalidate the*  
3 *results of an election and order a new election if the Board finds*  
4 *that any conduct or circumstances raise substantial doubt that the*  
5 *results of the election are reliable.*

6       **Sec. 32.** *1. Each state professional employer that has*  
7 *recognized one or more professional organizations shall, on or*  
8 *before November 30 of each year, file with the Board:*

9       (a) *A list of each professional organization recognized by the*  
10 *state professional employer;*

11       (b) *A list of each professional organization designated as the*  
12 *exclusive representative for a bargaining unit within the state*  
13 *professional employer; and*

14       (c) *A description of each bargaining unit within the state*  
15 *professional employer.*

16       2. *Each professional organization recognized by a state*  
17 *professional employer shall file a report with the Board on or*  
18 *before November 30 of each year. The report must include:*

19       (a) *The full name of the professional organization;*

20       (b) *The name of each state professional employer which has*  
21 *recognized the professional organization;*

22       (c) *The names of the officers of the professional organization;*

23       (d) *If applicable, the total number of professional employees in*  
24 *each bargaining unit for which the professional organization has*  
25 *been designated as the exclusive representative;*

26       (e) *Copies of all changes to the bylaws, charter or constitution*  
27 *of the professional organization that were adopted during the*  
28 *preceding year;*

29       (f) *The name, address and telephone number of the person*  
30 *designated by the professional organization to receive*  
31 *communications from the Board on business relating to the*  
32 *professional organization; and*

33       (g) *A copy of any collective bargaining agreement in effect*  
34 *between the professional organization and a state professional*  
35 *employer.*

36       3. *A professional organization which has not previously been*  
37 *recognized by a state professional employer shall file the report*  
38 *required by subsection 2 not later than 30 calendar days after*  
39 *recognition.*

40       **Sec. 33.** *1. Collective bargaining entails a mutual*  
41 *obligation between a state professional employer and an exclusive*  
42 *representative to meet at reasonable times and to bargain in good*  
43 *faith with respect to:*

44       (a) *The subjects of mandatory bargaining set forth in*  
45 *subsection 2;*



- 1 (b) *The negotiation of an agreement;*  
2 (c) *The resolution of any question arising under an*  
3 *agreement; and*  
4 (d) *The execution of a written contract incorporating the*  
5 *provisions of an agreement.*  
6 2. *The scope of mandatory bargaining is limited to:*  
7 (a) *Salary or wage rates or other forms of direct monetary*  
8 *compensation.*  
9 (b) *Sick leave.*  
10 (c) *Vacation leave.*  
11 (d) *Holidays.*  
12 (e) *Maternity or paternity leave and family medical leave.*  
13 (f) *Other paid or nonpaid leaves of absence.*  
14 (g) *Except as otherwise provided in subsection 3, insurance*  
15 *and health care benefits provided by the state professional*  
16 *employer.*  
17 (h) *Total hours of work required of a professional employee on*  
18 *each workday or workweek.*  
19 (i) *Total number of days of work required of a professional*  
20 *employee in a work year.*  
21 (j) *Discharge and disciplinary procedures.*  
22 (k) *Recognition clause.*  
23 (l) *The method for determining the classification and titles of*  
24 *professional employees in the bargaining unit.*  
25 (m) *Deduction of dues for the recognized professional*  
26 *organization.*  
27 (n) *Protection of professional employees in the bargaining unit*  
28 *from discrimination because of participation in recognized*  
29 *professional organizations consistent with the provisions of*  
30 *sections 6 to 52, inclusive, of this act.*  
31 (o) *No-strike provisions consistent with the provisions of this*  
32 *chapter.*  
33 (p) *Grievance and arbitration procedures for resolution of*  
34 *disputes relating to interpretation or application of collective*  
35 *bargaining agreements.*  
36 (q) *General savings clauses.*  
37 (r) *Except as otherwise provided in section 38 of this act, the*  
38 *duration of collective bargaining agreements.*  
39 (s) *Safety of professional employees.*  
40 (t) *Facilities for meeting with students for professional*  
41 *employees who have teaching or advising responsibilities.*  
42 (u) *Policies for the transfer and reassignment of professional*  
43 *employees.*



1 (v) *Procedures for reduction in or addition to the workforce*  
2 *consistent with the provisions of sections 6 to 52, inclusive, of this*  
3 *act.*

4 3. *The following are not subject to negotiation pursuant to*  
5 *this section:*

6 (a) *Pension or retirement benefits provided by the Public*  
7 *Employees' Retirement System pursuant to chapter 286 of NRS to*  
8 *persons employed by this State, state agencies, as described in*  
9 *subsection 2 of NRS 286.070, and the Public Employees'*  
10 *Retirement System.*

11 (b) *Benefits provided by the Public Employees' Benefits*  
12 *Program pursuant to NRS 287.0402 to 287.049, inclusive, to*  
13 *persons employed by a participating state agency as defined in*  
14 *NRS 287.04054.*

15 (c) *Provisions governing participation in the Public*  
16 *Employees' Deferred Compensation Program pursuant to NRS*  
17 *287.250 to 287.370, inclusive.*

18 4. *The following are not subjects within the scope of*  
19 *mandatory bargaining and are reserved to the state professional*  
20 *employer without negotiation:*

21 (a) *Except as otherwise provided in paragraph (u) of*  
22 *subsection 2, the right to hire, direct, assign or transfer an*  
23 *employee. This right does not include the right to assign or*  
24 *transfer an employee as a form of discipline.*

25 (b) *The right to determine the quality and quantity of services*  
26 *to be offered to the public.*

27 (c) *Safety of the public.*

28 5. *Notwithstanding the provisions of any collective*  
29 *bargaining agreement negotiated pursuant to the provisions of*  
30 *sections 6 to 52, inclusive, of this act, a state professional employer*  
31 *is entitled to take whatever actions may be necessary to carry out*  
32 *its responsibilities during a state of emergency or declaration of*  
33 *disaster proclaimed pursuant to NRS 414.070. Those actions may*  
34 *include the suspension of any such collective bargaining*  
35 *agreement or any portion thereof for the duration of the*  
36 *emergency or disaster to the extent necessary to carry out the*  
37 *responsibilities of the state professional employer. Any action*  
38 *taken under the provisions of this subsection must not be*  
39 *construed as a failure to negotiate in good faith.*

40 6. *This section does not preclude, but the provisions of*  
41 *sections 6 to 52, inclusive, of this act, do not require, a state*  
42 *professional employer to negotiate subject matters outside of the*  
43 *scope of mandatory bargaining or consult with any professional*  
44 *employee or professional organization on any such matter. A state*  
45 *professional employer shall discuss subject matters outside the*



1 *scope of mandatory bargaining but is not required to negotiate*  
2 *those matters.*

3 **Sec. 34. 1.** *Whenever an exclusive representative or a state*  
4 *professional employer desires to negotiate any matter which is*  
5 *subject to negotiation pursuant to the provisions of sections 6 to*  
6 *52, inclusive, of this act, it shall give written notice to the other*  
7 *party.*

8 **2.** *The parties shall commence negotiations not later than 60*  
9 *calendar days following the notification provided for in*  
10 *subsection 1.*

11 **Sec. 35. 1.** *An exclusive representative shall:*

12 *(a) Act as the representative of all professional employees*  
13 *within each bargaining unit that it represents; and*

14 *(b) In good faith and on behalf of each bargaining unit that it*  
15 *represents, individually or collectively, bargain with a state*  
16 *professional employer concerning the wages, hours and other*  
17 *terms and conditions of employment for the professional*  
18 *employees within each bargaining unit that it represents.*

19 **2.** *A professional organization may serve as an exclusive*  
20 *representative for multiple bargaining units.*

21 **Sec. 36. 1.** *A state professional employer shall designate a*  
22 *representative to conduct negotiations concerning collective*  
23 *bargaining agreements on behalf of the state professional*  
24 *employer. For the Nevada System of Higher Education, where a*  
25 *bargaining unit has been determined pursuant to section 26 of this*  
26 *act and that bargaining unit is unique to an institution within the*  
27 *System, a representative of that institution may be, but is not*  
28 *required to be, designated as the representative to conduct*  
29 *negotiations concerning collective bargaining agreements on*  
30 *behalf of the Nevada System of Higher Education for that*  
31 *institution.*

32 **2.** *A representative designated pursuant to subsection 1 shall,*  
33 *on behalf of the state professional employer, negotiate in good*  
34 *faith with an exclusive representative concerning a collective*  
35 *bargaining agreement, as required by section 33 of this act.*

36 **3.** *A state professional employer shall comply with reasonable*  
37 *requests by an exclusive representative to furnish data that is*  
38 *maintained in the ordinary course of business and which is*  
39 *relevant and necessary to the discussion of the subjects of*  
40 *mandatory bargaining described in section 33 of this act. This*  
41 *subsection shall not be construed to require a state professional*  
42 *employer to furnish to the exclusive representative any advice or*  
43 *training received by representatives of the state professional*  
44 *employer concerning collective bargaining.*



1 **Sec. 37. 1. Each collective bargaining agreement**  
2 **negotiated between a state professional employer and an exclusive**  
3 **representative pursuant to sections 6 to 52, inclusive, of this act**  
4 **must be in writing and must include, without limitation:**

5 (a) A procedure to resolve grievances that applies to all  
6 professional employees in the bargaining unit and culminates in  
7 binding arbitration as the final stage of appeal by either party.  
8 Such a procedure:

9 (1) Must be used to resolve all grievances relating to  
10 employment, including, without limitation, the administration and  
11 interpretation of the collective bargaining agreements, the  
12 applicability of any law, rule or regulation relating to the  
13 employment and appeal of discipline and other adverse personnel  
14 actions; and

15 (2) May, for professional employees of academic  
16 institutions, incorporate established shared governance  
17 mechanisms, including, without limitation, oversight by a faculty  
18 senate and peer review.

19 (b) A nonappropriation clause that provides that any provision  
20 of the collective bargaining agreement which requires the  
21 Legislature to appropriate money is effective only:

22 (1) To the extent of the legislative appropriation; and

23 (2) Until the collective bargaining agreement is reopened  
24 and the provision is renegotiated.

25 2. A professional employee in a bargaining unit who is  
26 aggrieved by the failure of the state professional employer or its  
27 designated representative to comply with the requirements of NRS  
28 281.755 may pursue a grievance related to that failure through:

29 (a) The procedure provided in the agreement pursuant to  
30 paragraph (a) of subsection 1; or

31 (b) The procedure prescribed by NRS 288.115,

32 ↪ but once the professional employee has properly filed a  
33 grievance in writing under the procedure described in paragraph  
34 (a) or filed a complaint under the procedure described in  
35 paragraph (b), the professional employee may not proceed in an  
36 alternative manner.

37 3. If there is a conflict between any provision of a collective  
38 bargaining agreement between a state professional employer and  
39 an exclusive representative and:

40 (a) Any policy, procedure or regulation adopted by the state  
41 professional employer, the provision of the agreement prevails  
42 unless the provision of the agreement is outside the lawful scope  
43 of collective bargaining.



1 (b) *An existing statute, the provision of the agreement may not*  
2 *be given effect unless the Legislature amends the existing statute*  
3 *in such a way as to eliminate the conflict.*

4 **Sec. 38.** *If the parties to collective bargaining cannot agree*  
5 *to a new collective bargaining agreement before the end of the*  
6 *term of a collective bargaining agreement, the terms of the*  
7 *existing collective bargaining agreement remain in effect until a*  
8 *new collective bargaining agreement takes effect.*

9 **Sec. 39.** *Whenever a professional organization enters into*  
10 *negotiations with a state professional employer pursuant to*  
11 *sections 6 to 52, inclusive, of this act, the professional*  
12 *organization may, at the sole expense of the professional*  
13 *organization, be represented by an attorney licensed to practice*  
14 *law in this State.*

15 **Sec. 40.** 1. *The draft of any new collective bargaining*  
16 *agreement or similar agreement or of any proposed modifications*  
17 *to an existing collective bargaining agreement or similar*  
18 *agreement between a state professional employer and an exclusive*  
19 *representative must be submitted in writing by the professional*  
20 *organization to the members of the organization within the*  
21 *relevant bargaining unit before a vote on the ratification of the*  
22 *agreement is taken.*

23 2. *A vote on the ratification of a collective bargaining*  
24 *agreement must be conducted in accordance with the internal*  
25 *rules and procedures of the professional organization.*

26 3. *Any new or modified collective bargaining agreement or*  
27 *similar agreement between a state professional employer and an*  
28 *exclusive representative must be approved, at a public hearing, by:*

29 (a) *If the agreement concerns professional employees of the*  
30 *Nevada System of Higher Education, the Board of Regents of the*  
31 *University of Nevada; or*

32 (b) *If the agreement does not concern professional employees*  
33 *of the Nevada System of Higher Education, the State Board of*  
34 *Examiners.*

35 4. *Not less than 3 business days before the date of the hearing*  
36 *conducted pursuant to subsection 3, the Board of Regents of the*  
37 *University of Nevada or the State Board of Examiners, as*  
38 *applicable, shall cause the following documents to be posted and*  
39 *made available on the Internet website used by the Board of*  
40 *Regents or the State Board of Examiners, as applicable, to provide*  
41 *public notice of meetings:*

42 (a) *The proposed collective bargaining agreement and any*  
43 *exhibits or other attachments to the proposed agreement;*



1 (b) *If the proposed collective bargaining agreement is a*  
2 *modification of a previous agreement, a document showing any*  
3 *language added to or deleted from the previous agreement; and*

4 (c) *Any supporting material prepared for the Board of Regents*  
5 *or the State Board of Examiners, as applicable, relating to the*  
6 *financial impact of the agreement.*

7 **Sec. 41.** *If a provision of a collective bargaining agreement:*

8 1. *Does not require an act of the Legislature to be given*  
9 *effect, the provision becomes effective in accordance with the*  
10 *terms of the agreement.*

11 2. *Requires an act of the Legislature to be given effect:*

12 (a) *The state professional employer shall request that the*  
13 *Governor request the drafting of a legislative measure pursuant to*  
14 *NRS 218D.175 to effectuate the provision;*

15 (b) *The Governor shall request the drafting of a legislative*  
16 *measure pursuant to NRS 218D.175 to effectuate the provision;*  
17 *and*

18 (c) *The provisions become effective, if at all, on the date on*  
19 *which the act of the Legislature becomes effective.*

20 **Sec. 42.** 1. *If a provision of a collective bargaining*  
21 *agreement requires the Legislature to appropriate money to*  
22 *implement the provision:*

23 (a) *The state professional employer that is a party to the*  
24 *agreement shall include the full amount necessary to fund the*  
25 *provision in the proposed budget of the state professional*  
26 *employer submitted to the Chief of the Budget Division of the*  
27 *Office of Finance pursuant to NRS 353.210.*

28 (b) *The Governor may include in the biennial proposed*  
29 *executive budget of the State any amount of money the Governor*  
30 *deems appropriate for the state professional employer. If such*  
31 *amount is not sufficient to fully fund the provision of the collective*  
32 *bargaining agreement, the Governor shall submit to the*  
33 *Legislature and the state professional employer a statement setting*  
34 *forth the reasons for not including the amount necessary to fully*  
35 *fund the provision.*

36 2. *If the Legislature does not appropriate the amount of*  
37 *money that is necessary to implement fully a provision of a*  
38 *collective bargaining agreement, any such agreement may be*  
39 *opened by either party to that agreement solely for the purpose of*  
40 *renegotiating the provision that was not fully funded by the*  
41 *appropriation. All other terms and conditions of the collective*  
42 *bargaining agreement remain in full force and effect.*

43 **Sec. 43.** 1. *Either party may request mediation through the*  
44 *Federal Mediation and Conciliation Service if the parties do not*  
45 *reach a collective bargaining agreement:*





1 (a) Not later than 120 calendar days after the date on which  
2 the parties began negotiations; or

3 (b) On or before any later date set by the agreement of the  
4 parties in writing.

5 2. The mediator shall bring the parties together as soon as  
6 possible after his or her appointment and shall attempt to settle  
7 each issue in dispute not later than 21 calendar days after his or  
8 her appointment or any later date set by the agreement of the  
9 parties.

10 **Sec. 44. 1.** If a mediator appointed pursuant to section 43  
11 of this act determines that his or her services are no longer  
12 helpful, or if the parties do not reach a collective bargaining  
13 agreement through mediation within 21 calendar days after the  
14 appointment of the mediator or on or before any later date set by  
15 agreement of the parties, the mediator shall discontinue mediation  
16 and the parties shall attempt to agree upon an impartial arbitrator.

17 2. If the parties do not agree upon an impartial arbitrator  
18 within 5 business days after the date on which mediation is  
19 discontinued pursuant to subsection 1 or on or before any later  
20 date set by agreement of the parties, the parties shall request from  
21 the Federal Mediation and Conciliation Service a list of seven  
22 potential arbitrators. Not later than 5 business days after receipt of  
23 the list of arbitrators, the parties shall select an arbitrator from the  
24 list by alternately striking one name until the name of only one  
25 arbitrator remains, and the parties must accept that arbitrator to  
26 hear the dispute in question. The party who will strike the first  
27 name must be determined by a coin toss.

28 3. The arbitrator shall begin arbitration proceedings not later  
29 than 15 calendar days after the appointment or any later date set  
30 by agreement of the parties.

31 4. The arbitrator and the parties shall apply and follow the  
32 procedures for arbitration that are prescribed by any rules adopted  
33 by the Board pursuant to NRS 288.110. During arbitration, the  
34 parties retain their respective duties to negotiate in good faith.

35 5. The arbitrator may administer oaths or affirmations, take  
36 testimony and issue and seek enforcement of a subpoena in the  
37 same manner as the Board pursuant to NRS 288.120, and, except  
38 as otherwise provided in subsection 7, the provisions of NRS  
39 288.120 apply to any subpoena issued by the arbitrator.

40 6. The arbitrator shall render a decision not later than 15  
41 calendar days after beginning arbitration proceedings or any later  
42 date set by agreement of the parties.

43 7. The state professional employer and the exclusive  
44 representative shall each pay one-half of the cost of arbitration.



1 **Sec. 45. 1. For issues in dispute after arbitration**  
2 **proceedings are held pursuant to section 44 of this act, the**  
3 **arbitrator shall incorporate either the final offer of the state**  
4 **professional employer or the final offer of the exclusive**  
5 **representative into his or her decision. The decision of the**  
6 **arbitrator must be limited to a selection of one of the two final**  
7 **offers of the parties. As incorporated in his or her decision, the**  
8 **arbitrator shall not revise or amend the selected final offer of the**  
9 **applicable party on any issue.**

10 **2. To determine which final offer to incorporate into his or**  
11 **her decision, the arbitrator shall assess the reasonableness of:**

12 **(a) The position of each party as to each issue in dispute; and**

13 **(b) The proposed contractual terms and provisions contained**  
14 **in each final offer.**

15 **3. In assessing reasonableness pursuant to subsection 2, the**  
16 **arbitrator shall:**

17 **(a) Compare the salaries, wages, hours and other terms and**  
18 **conditions of employment for the professional employees within**  
19 **the bargaining unit with the salaries, wages, hours and other**  
20 **terms and conditions of employment for other employees**  
21 **performing similar services and for other employees generally:**

22 **(1) In public employment in comparable communities or**  
23 **institutions; and**

24 **(2) In private employment in comparable communities or**  
25 **institutions.**

26 **(b) Consider, without limitation:**

27 **(1) The financial ability of the state professional employer**  
28 **to pay the costs associated with the proposed collective bargaining**  
29 **agreement, with due regard for the primary obligation of the state**  
30 **professional employer to safeguard the health, safety and welfare**  
31 **of the people of this State and to fulfill the mission of the state**  
32 **professional employer;**

33 **(2) Any legal or contractual restrictions on funds based on**  
34 **the sources of those funds, including, without limitation,**  
35 **legislative appropriations, fees, gifts and federal, state, local and**  
36 **private grants and contracts;**

37 **(3) The average prices paid by consumers for goods,**  
38 **services and housing in the geographic location where the**  
39 **professional employees work; and**

40 **(4) Such other factors as are normally or traditionally used**  
41 **as part of collective bargaining, mediation, arbitration or other**  
42 **methods of dispute resolution to determine the wages, hours and**  
43 **other terms and conditions of employment for professional**  
44 **employees in public or private employment.**



1       4. *The decision of the arbitrator is final and binding upon the*  
2 *parties.*

3       **Sec. 46.** *The following proceedings, required by or conducted*  
4 *pursuant to this chapter, are not subject to any provision of NRS*  
5 *which requires a meeting to be open or public:*

6       1. *Any negotiation or informal discussion between a state*  
7 *professional employer and a professional organization or*  
8 *professional employees as individuals.*

9       2. *Any meeting of a mediator with either party or both parties*  
10 *to a negotiation.*

11       3. *Any meeting or investigation conducted by a mediator or*  
12 *arbitrator.*

13       4. *Any meeting of a state professional employer with its*  
14 *management representative or representatives.*

15       5. *Deliberations of the Board toward a decision on a*  
16 *complaint, appeal or petition for declaratory relief.*

17       **Sec. 47.** 1. *It is a prohibited practice for a state professional*  
18 *employer or its designated representative to willfully:*

19       (a) *Interfere with, restrain or coerce any professional*  
20 *employee in the exercise of any right guaranteed under the*  
21 *provisions of sections 6 to 52, inclusive, of this act.*

22       (b) *Dominate, interfere or assist in the formation or*  
23 *administration of any professional organization.*

24       (c) *Discriminate in regard to hiring, tenure or any term or*  
25 *condition of employment to encourage or discourage membership*  
26 *in any professional organization.*

27       (d) *Discharge or otherwise discriminate against any*  
28 *professional employee because the professional employee has:*

29       (1) *Signed or filed an affidavit, petition or complaint or*  
30 *given any information or testimony under this chapter; or*

31       (2) *Formed, joined or chosen to be represented by any*  
32 *professional organization.*

33       (e) *Refuse to bargain collectively in good faith with an*  
34 *exclusive representative as required by sections 33, 35 and 36 of*  
35 *this act.*

36       (f) *Deny to any professional organization the rights*  
37 *guaranteed to it under sections 6 to 52, inclusive, of this act.*

38       (g) *Discriminate because of race, color, religion, sex, sexual*  
39 *orientation, gender identity or expression, age, disability, national*  
40 *origin or because of political or personal reasons or affiliations.*

41       (h) *Fail to provide the data required by subsection 3 of section*  
42 *36 of this act.*

43       (i) *Fail to comply with the requirements of NRS 281.755.*

44       2. *It is a prohibited practice for a professional organization*  
45 *or its designated agent to willfully:*



1 (a) *Interfere with, restrain or coerce any professional*  
2 *employee in the exercise of any right guaranteed under the*  
3 *provisions of sections 6 to 52, inclusive, of this act.*

4 (b) *If the professional organization is an exclusive*  
5 *representative, refuse to bargain collectively in good faith with a*  
6 *state professional employer, as required by sections 33, 35 and 36*  
7 *of this act.*

8 (c) *Discriminate because of race, color, religion, sex, sexual*  
9 *orientation, gender identity or expression, age, disability, national*  
10 *origin or because of political or personal reasons or affiliations.*

11 3. *As used in this section:*

12 (a) *“Bargain collectively” includes the entire bargaining*  
13 *process, including mediation and arbitration, as provided in*  
14 *sections 6 to 52, inclusive, of this act.*

15 (b) *“Protective hairstyle” includes, without limitation,*  
16 *hairstyles such as natural hairstyles, afros, bantu knots, curls,*  
17 *braids, locks and twists.*

18 (c) *“Race” includes traits associated with race, including,*  
19 *without limitation, hair texture and protective hairstyles.*

20 **Sec. 48.** 1. *To establish that a party committed a prohibited*  
21 *practice in violation of section 47 of this act, the party aggrieved*  
22 *by the practice must file a complaint with the Board in accordance*  
23 *with procedures prescribed by the Board.*

24 2. *Except as otherwise provided in this section, the Board*  
25 *shall hear a complaint filed pursuant to subsection 1 in*  
26 *accordance with the provisions of NRS 288.110 and any rules*  
27 *adopted by the Board pursuant to that section.*

28 3. *The Board shall conduct any hearing on the complaint in*  
29 *accordance with:*

30 (a) *The provisions of chapter 233B of NRS that apply to a*  
31 *contested case; and*

32 (b) *Any rules adopted by the board pursuant to NRS 288.110.*

33 4. *If the Board finds at the hearing that the party accused in*  
34 *the complaint has committed a prohibited practice, the Board:*

35 (a) *Shall order the party to cease and desist from engaging in*  
36 *the prohibited practice; and*

37 (b) *May order any other affirmative relief that is necessary to*  
38 *remedy the prohibited practice.*

39 5. *The Board or any party aggrieved by the failure of any*  
40 *person to obey an order of the Board issued pursuant to*  
41 *subsection 4 may apply to a court of competent jurisdiction for a*  
42 *prohibitory or mandatory injunction to enforce the order.*

43 6. *Any order or decision issued by the Board pursuant to this*  
44 *section concerning the merits of a complaint is a final decision in*  
45 *a contested case and may be appealed pursuant to the provisions*



1 of chapter 233B of NRS that apply to a contested case, except that  
2 a party aggrieved by the order or decision of the Board must file a  
3 petition for judicial review not later than 10 business days after  
4 being served with the order or decision of the Board.

5 **Sec. 49.** 1. Except as otherwise provided by specific statute,  
6 a professional organization and a state professional employer may  
7 sue or be sued as an entity pursuant to sections 6 to 52, inclusive,  
8 of this act.

9 2. If any action or proceeding is brought by or against a  
10 professional organization pursuant to sections 6 to 52, inclusive,  
11 of this act, the district court in and for the county in which the  
12 professional organization maintains its principal office or the  
13 county in which the claim arose has jurisdiction over the claim.

14 3. A natural person and his or her assets are not subject to  
15 liability for any judgment awarded pursuant to sections 6 to 52,  
16 inclusive, of this act, against a state professional employer or a  
17 professional organization.

18 **Sec. 50.** 1. On or before July 1 of each year, the Board  
19 shall charge and collect a fee from each state professional  
20 employer that has recognized one or more professional  
21 organizations in an amount not to exceed \$10 for each  
22 professional employee who was, in the first pay period of the  
23 immediately preceding fiscal year:

24 (a) Employed by the state professional employer; and

25 (b) In a bargaining unit that had an exclusive representative.

26 2. A state professional employer shall pay the fee imposed  
27 pursuant to subsection 1 on or before July 31 of each year. A state  
28 professional employer shall not impose the fee against its  
29 employees.

30 3. If a state professional employer fails to pay the fee assessed  
31 pursuant to subsection 1 on or before July 1 of that year, the  
32 Board shall impose a civil penalty not to exceed \$10 for each  
33 professional employee employed by the state professional employer  
34 for whom the fee was not paid.

35 4. A state professional employer may not receive a reduction  
36 in the amount of the fee imposed pursuant to subsection 1 or a  
37 refund of that amount if a professional employee is not employed  
38 for a full calendar year. The fee must be imposed whether or not  
39 the professional employee is a member of a professional  
40 organization.

41 5. To carry out the provisions of this section, the Board may,  
42 by any reasonable means, verify the identities and number of  
43 professional employees employed by a state professional employer  
44 in bargaining units that have an exclusive representative.



1     **Sec. 51. 1.** *Except as otherwise provided in subsection 5, a*  
2 *state professional employer may use the services of the Division of*  
3 *Human Resource Management of the Department of*  
4 *Administration to provide support to the state professional*  
5 *employer to carry out the provisions of sections 6 to 52, inclusive,*  
6 *of this act.*

7     2. *If a state professional employer uses the services of the*  
8 *Division of Human Resource Management pursuant to subsection*  
9 *1, the Division may charge an annual fee to the state professional*  
10 *employer for each professional employee who is within a*  
11 *bargaining unit with a designated exclusive representative. The*  
12 *state professional employer shall pay the annual fee to the*  
13 *Division on or before the date on which the payment is due, as*  
14 *specified by the Division. The Division may specify a different due*  
15 *date for the annual fee for each state professional employer.*

16     3. *Any money received from the fees collected pursuant to*  
17 *subsection 2 must be accounted for separately for each state*  
18 *professional employer and may only be used by the Division of*  
19 *Human Resource Management to provide support to the state*  
20 *professional employer to carry out the provisions of sections 6 to*  
21 *52, inclusive, of this act, including, without limitation, the*  
22 *personnel and operating costs of the Division in providing such*  
23 *support.*

24     4. *To carry out the provisions of this section, the Division of*  
25 *Human Resource Management may verify by any reasonable*  
26 *means the number of professional employees of the state*  
27 *professional employer within bargaining units that are*  
28 *represented by a professional organization as the exclusive*  
29 *representative.*

30     5. *As the entity with the authority to fix salaries and establish*  
31 *policies and procedures of the unclassified personnel of the*  
32 *Nevada System of Higher Education pursuant to chapter 396 of*  
33 *NRS, the Board of Regents of the University of Nevada shall*  
34 *conduct its own negotiations pursuant to the provisions of sections*  
35 *6 to 52, inclusive, of this act.*

36     **Sec. 52. 1.** *A state professional employer may use the*  
37 *services of the Attorney General to provide support to the state*  
38 *professional employer to carry out the provisions of sections 6 to*  
39 *52, inclusive, of this act.*

40     2. *If a state professional employer uses the services of the*  
41 *Attorney General pursuant to subsection 1, the Attorney General*  
42 *may charge the state professional employer for those services*  
43 *pursuant to NRS 228.113.*



1     **Sec. 53.** NRS 288.015 is hereby amended to read as follows:  
2     288.015 As used in this chapter, unless the context otherwise  
3 requires, the words and terms defined in NRS 288.029 to 288.074,  
4 inclusive, *and sections 4 and 5 of this act* have the meanings  
5 ascribed to them in those sections.

6     **Sec. 54.** NRS 288.032 is hereby amended to read as follows:  
7     288.032 “Collective bargaining” means a method of  
8 determining conditions of employment by negotiation between  
9 representatives of the Executive Department , *state professional*  
10 *employer* or local government employer and an employee  
11 organization , *professional organization* or labor organization,  
12 entailing a mutual obligation of the Executive Department , *state*  
13 *professional employer* or local government employer, as applicable,  
14 and the representative of the state or local government employees to  
15 meet at reasonable times and bargain in good faith with respect to:

- 16     1. Wages, hours and other terms and conditions of  
17 employment;  
18     2. The negotiation of an agreement;  
19     3. The resolution of any question arising under a negotiated  
20 agreement; or  
21     4. The execution of a written contract incorporating any  
22 agreement reached if requested by either party,  
23     ↳ but this obligation does not compel either party to agree to a  
24 proposal or require the making of a concession.

25     **Sec. 55.** NRS 288.065 is hereby amended to read as follows:  
26     288.065 “Mediation” means assistance by an impartial third  
27 party to reconcile differences between the Executive Department , *a*  
28 *state professional employer* or a local government employer and an  
29 exclusive representative through interpretation, suggestion and  
30 advice.

31     **Sec. 56.** NRS 288.074 is hereby amended to read as follows:  
32     288.074 “Strike” means any concerted:  
33     1. Stoppage of work, slowdown or interruption of operations  
34 by employees of the State of Nevada or local government  
35 employees;  
36     2. Absence from work by employees of the State of Nevada or  
37 local government employees upon any pretext or excuse, such as  
38 illness, which is not founded in fact; or  
39     3. Interruption of the operations of the State of Nevada or any  
40 local government employer by any employee organization ,  
41 *professional organization* or labor organization.

42     **Sec. 57.** NRS 288.080 is hereby amended to read as follows:  
43     288.080 1. The Government Employee-Management  
44 Relations Board is hereby created, consisting of five members,  
45 broadly representative of the public and not closely allied with any



1 employee organization, *any professional organization*, any labor  
2 organization, the Executive Department , *any state professional*  
3 *employer* or any local government employer.

4 2. Not more than three of the members of the Board may be  
5 members of the same political party, and at least three of the  
6 members must reside in southern Nevada. The term of office of each  
7 member is 4 years.

8 3. The Governor shall appoint the members of the Board.

9 **Sec. 58.** NRS 288.090 is hereby amended to read as follows:

10 288.090 1. The members of the Board shall annually elect  
11 one of their number as Chair and one as Vice Chair. Except as  
12 otherwise provided in this section, any three members of the Board  
13 constitute a quorum, and a majority of a quorum present at any  
14 meeting may exercise all the power and authority conferred on the  
15 Board.

16 2. Except by a majority vote of the entire membership of the  
17 Board, the Board may not:

18 (a) Elect a Chair or Vice Chair;

19 (b) Appoint the Commissioner or Secretary of the Board, or  
20 terminate the employment of the Commissioner or Secretary;

21 (c) Adjust the fee charged to local government employers  
22 pursuant to NRS 288.139 or impose a civil penalty for failure to pay  
23 the fee;

24 (d) Make or adopt any rule or regulation; ~~for~~

25 (e) *Grant permission to a state professional employer to*  
26 *withdraw recognition from a professional organization pursuant*  
27 *to section 19 of this act; or*

28 (f) Grant permission to a local government employer to  
29 withdraw recognition from an employee organization or order an  
30 election pursuant to NRS 288.160.

31 3. Whenever less than five members of the Board are present at  
32 any meeting, not more than two of the members present may be  
33 members of the same political party.

34 4. The Board may, within the limits of legislative  
35 appropriations and any other available money:

36 (a) Appoint a Commissioner and a Secretary, who are in the  
37 unclassified service of the State; and

38 (b) Employ such additional clerical personnel as may be  
39 necessary, who are in the classified service of the State.

40 **Sec. 59.** NRS 288.110 is hereby amended to read as follows:

41 288.110 1. The Board may make rules governing:

42 (a) Proceedings before it;

43 (b) Procedures for fact-finding ~~;~~, *mediation and arbitration;*

44 (c) *The recognition, as defined in section 14 of this act, of*  
45 *professional organizations;*





1 (d) The recognition, as defined in NRS 288.136, of employee  
2 organizations;

3 ~~[(d)]~~ (e) *The designation of the exclusive representative, as*  
4 *defined in section 10 of this act, of a bargaining unit of*  
5 *professional employees in accordance with sections 27 to 31,*  
6 *inclusive, of this act;*

7 (f) The designation of the exclusive representative , *as defined*  
8 *in NRS 288.430,* of a bargaining unit in accordance with the  
9 provisions of NRS 288.520, 288.525 and 288.530; and

10 ~~[(e)]~~ (g) The determination of bargaining units.

11 2. The Board may hear and determine any complaint arising  
12 out of the interpretation of, or performance under, the provisions of  
13 this chapter by the Executive Department, *any state professional*  
14 *employer,* any local government employer, any employee, as  
15 defined in NRS 288.425, *any professional employee, as defined in*  
16 *section 13 of this act,* any local government employee, any  
17 employee organization , *any professional organization* or any labor  
18 organization. Except as otherwise provided in this subsection and  
19 NRS 288.115, 288.280 and 288.625 ~~[(g)]~~ *and section 48 of this act,*  
20 the Board shall conduct a hearing within 180 days after it decides to  
21 hear a complaint. If a complaint alleges a violation of paragraph (a)  
22 of subsection 1 of NRS 288.620 , ~~[(g)]~~ paragraph (b) of subsection 2  
23 of NRS 288.620, *subsection 1 of section 47 of this act or*  
24 *paragraph (b) of subsection 2 of section 47 of this act,* the Board  
25 shall conduct a hearing not later than 45 days after it decides to hear  
26 the complaint, unless the parties agree to waive this requirement.  
27 The Board, after a hearing, if it finds that the complaint is well  
28 taken, may order any person or entity to refrain from the action  
29 complained of or to restore to the party aggrieved any benefit of  
30 which the party has been deprived by that action. Except when an  
31 expedited hearing is conducted pursuant to NRS 288.115, the Board  
32 shall issue its decision within 120 days after the hearing on the  
33 complaint is completed.

34 3. Any party aggrieved by the failure of any person to obey an  
35 order of the Board issued pursuant to subsection 2, or the Board at  
36 the request of such a party, may apply to a court of competent  
37 jurisdiction for a prohibitory or mandatory injunction to enforce the  
38 order.

39 4. The Board may not consider any complaint or appeal filed  
40 more than 6 months after the occurrence which is the subject of the  
41 complaint or appeal.

42 5. The Board may decide without a hearing a contested matter:

43 (a) In which all of the legal issues have been previously decided  
44 by the Board, if it adopts its previous decision or decisions as  
45 precedent; or



1 (b) Upon agreement of all the parties.

2 6. The Board may award reasonable costs, which may include  
3 attorneys' fees, to the prevailing party.

4 7. As used in this section ~~[, "bargaining unit"]~~ :

5 (a) "Arbitration" has the meaning ascribed to it in NRS  
6 288.410 or section 7 of this act, as applicable.

7 (b) "Bargaining unit" has the meaning ascribed to it in NRS  
8 288.134 or 288.415 ~~[, ]~~ or section 8 of this act, as applicable.

9 **Sec. 60.** NRS 288.710 is hereby amended to read as follows:

10 288.710 1. If a strike is commenced or continued in violation  
11 of an order issued pursuant to NRS 288.705, the court may:

12 (a) Punish each employee organization , *professional*  
13 *organization* or labor organization guilty of such violation by a fine  
14 of not more than \$50,000 against each employee organization ,  
15 *professional organization* or labor organization for each day of  
16 continued violation.

17 (b) Punish any officer of an employee organization ,  
18 *professional organization* or labor organization who is wholly or  
19 partly responsible for such violation by a fine of not more than  
20 \$1,000 for each day of continued violation, or by imprisonment as  
21 provided in NRS 22.110.

22 (c) Punish any employee of the State or of a local government  
23 employer who participates in such strike by ordering the dismissal  
24 or suspension of such employee.

25 2. Any of the penalties enumerated in subsection 1 may be  
26 applied alternatively or cumulatively, in the discretion of the court.

27 **Sec. 61.** NRS 218D.175 is hereby amended to read as follows:

28 218D.175 1. Except as otherwise provided in subsection 2,  
29 for a regular session, the Governor or the Governor's designated  
30 representative may request the drafting of not more than 110  
31 legislative measures which have been approved by the Governor or  
32 the Governor's designated representative on behalf of the officers,  
33 agencies, boards, commissions, departments and other units of the  
34 Executive Department. The requests must be submitted to the  
35 Legislative Counsel on or before August 1 preceding the regular  
36 session.

37 2. The Governor or the Governor's designated representative  
38 may request at any time before or during a regular session, without  
39 limitation, the drafting of as many legislative measures as are  
40 necessary to carry out the provisions of NRS 288.400 to 288.630,  
41 inclusive ~~[, ]~~ , or sections 6 to 52, inclusive, of this act.

42 3. The Director of the Office of Finance may request on or  
43 before the 19th day of a regular session, without limitation, the  
44 drafting of as many legislative measures as are necessary to  
45 implement the budget proposed by the Governor and to provide for



1 the fiscal management of the State. In addition to the requests  
2 otherwise authorized pursuant to this section, the Governor may  
3 request the drafting of not more than 5 legislative measures on or  
4 before the 19th day of a regular session to propose the Governor's  
5 legislative agenda.

6 4. For a regular session, the following constitutional officers  
7 may request, without the approval of the Governor or the  
8 Governor's designated representative, the drafting of not more than  
9 the following numbers of legislative measures, which must be  
10 submitted to the Legislative Counsel on or before September 1  
11 preceding the regular session:

12		
13	Lieutenant Governor.....	3
14	Secretary of State.....	6
15	State Treasurer.....	5
16	State Controller.....	5
17	Attorney General .....	20
18		

19 5. In addition to the requests authorized by subsection 4, the  
20 Secretary of State may request, without the approval of the  
21 Governor or the Governor's designated representative, the drafting  
22 of not more than 2 legislative measures, which must be submitted to  
23 the Legislative Counsel on or before December 31 preceding the  
24 regular session.

25 6. Each request made pursuant to this section must be on a  
26 form prescribed by the Legislative Counsel. The legislative  
27 measures requested pursuant to subsections 1 and 4 must be prefiled  
28 on or before the third Wednesday in November preceding the  
29 regular session. A legislative measure that is not prefiled on or  
30 before that day shall be deemed withdrawn.

31 **Sec. 62.** NRS 239.010 is hereby amended to read as follows:

32 239.010 1. Except as otherwise provided in this section and  
33 NRS 1.4683, 1.4687, 1A.110, 3.2203, 41.0397, 41.071, 49.095,  
34 49.293, 62D.420, 62D.440, 62E.516, 62E.620, 62H.025, 62H.030,  
35 62H.170, 62H.220, 62H.320, 75A.100, 75A.150, 76.160, 78.152,  
36 80.113, 81.850, 82.183, 86.246, 86.54615, 87.515, 87.5413,  
37 87A.200, 87A.580, 87A.640, 88.3355, 88.5927, 88.6067, 88A.345,  
38 88A.7345, 89.045, 89.251, 90.730, 91.160, 116.757, 116A.270,  
39 116B.880, 118B.026, 119.260, 119.265, 119.267, 119.280,  
40 119A.280, 119A.653, 119A.677, 119B.370, 119B.382, 120A.640,  
41 120A.690, 125.130, 125B.140, 126.141, 126.161, 126.163, 126.730,  
42 127.007, 127.057, 127.130, 127.140, 127.2817, 128.090, 130.312,  
43 130.712, 136.050, 159.044, 159A.044, 172.075, 172.245, 176.015,  
44 176.0625, 176.09129, 176.156, 176A.630, 178.39801, 178.4715,  
45 178.5691, 179.495, 179A.070, 179A.165, 179D.160, 200.3771,



1 200.3772, 200.5095, 200.604, 202.3662, 205.4651, 209.392,  
2 209.3923, 209.3925, 209.419, 209.429, 209.521, 211A.140,  
3 213.010, 213.040, 213.095, 213.131, 217.105, 217.110, 217.464,  
4 217.475, 218A.350, 218E.625, 218F.150, 218G.130, 218G.240,  
5 218G.350, 224.240, 226.300, 228.270, 228.450, 228.495, 228.570,  
6 231.069, 231.1473, 232.1369, 233.190, 237.300, 239.0105,  
7 239.0113, 239.014, 239B.026, 239B.030, 239B.040, 239B.050,  
8 239C.140, 239C.210, 239C.230, 239C.250, 239C.270, 239C.420,  
9 240.007, 241.020, 241.030, 241.039, 242.105, 244.264, 244.335,  
10 247.540, 247.550, 247.560, 250.087, 250.130, 250.140, 250.150,  
11 268.095, 268.0978, 268.490, 268.910, 269.174, 271A.105, 281.195,  
12 281.805, 281A.350, 281A.680, 281A.685, 281A.750, 281A.755,  
13 281A.780, 284.4068, 284.4086, 286.110, 286.118, 287.0438,  
14 289.025, 289.080, 289.387, 289.830, 293.4855, 293.5002, 293.503,  
15 293.504, 293.558, 293.5757, 293.870, 293.906, 293.908, 293.910,  
16 293B.135, 293D.510, 331.110, 332.061, 332.351, 333.333, 333.335,  
17 338.070, 338.1379, 338.1593, 338.1725, 338.1727, 348.420,  
18 349.597, 349.775, 353.205, 353A.049, 353A.085, 353A.100,  
19 353C.240, 360.240, 360.247, 360.255, 360.755, 361.044, 361.2242,  
20 361.610, 365.138, 366.160, 368A.180, 370.257, 370.327, 372A.080,  
21 378.290, 378.300, 379.0075, 379.008, 379.1495, 385A.830,  
22 385B.100, 387.626, 387.631, 388.1455, 388.259, 388.501, 388.503,  
23 388.513, 388.750, 388A.247, 388A.249, 391.033, 391.035,  
24 391.0365, 391.120, 391.925, 392.029, 392.147, 392.264, 392.271,  
25 392.315, 392.317, 392.325, 392.327, 392.335, 392.850, 393.045,  
26 394.167, 394.16975, 394.1698, 394.447, 394.460, 394.465,  
27 396.1415, 396.1425, 396.143, 396.159, 396.3295, 396.405, 396.525,  
28 396.535, 396.9685, 398A.115, 408.3885, 408.3886, 408.3888,  
29 408.5484, 412.153, 414.280, 416.070, 422.2749, 422.305,  
30 422A.342, 422A.350, 425.400, 427A.1236, 427A.872, 432.028,  
31 432.205, 432B.175, 432B.280, 432B.290, 432B.4018, 432B.407,  
32 432B.430, 432B.560, 432B.5902, 432C.140, 432C.150, 433.534,  
33 433A.360, 439.4941, 439.4988, 439.840, 439.914, 439A.116,  
34 439A.124, 439B.420, 439B.754, 439B.760, 439B.845, 440.170,  
35 441A.195, 441A.220, 441A.230, 442.330, 442.395, 442.735,  
36 442.774, 445A.665, 445B.570, 445B.7773, 447.345, 449.209,  
37 449.245, 449.4315, 449A.112, 450.140, 450B.188, 450B.805,  
38 453.164, 453.720, 458.055, 458.280, 459.050, 459.3866, 459.555,  
39 459.7056, 459.846, 463.120, 463.15993, 463.240, 463.3403,  
40 463.3407, 463.790, 467.1005, 480.535, 480.545, 480.935, 480.940,  
41 481.063, 481.091, 481.093, 482.170, 482.368, 482.5536, 483.340,  
42 483.363, 483.575, 483.659, 483.800, 484A.469, 484B.830,  
43 484B.833, 484E.070, 485.316, 501.344, 503.452, 522.040,  
44 534A.031, 561.285, 571.160, 584.655, 587.877, 598.0964, 598.098,  
45 598A.110, 598A.420, 599B.090, 603.070, 603A.210, 604A.303,



1 604A.710, 612.265, 616B.012, 616B.015, 616B.315, 616B.350,  
2 618.341, 618.425, 622.238, 622.310, 623.131, 623A.137, 624.110,  
3 624.265, 624.327, 625.425, 625A.185, 628.418, 628B.230,  
4 628B.760, 629.047, 629.069, 630.133, 630.2671, 630.2672,  
5 630.2673, 630.30665, 630.336, 630A.327, 630A.555, 631.332,  
6 631.368, 632.121, 632.125, 632.3415, 632.3423, 632.405, 633.283,  
7 633.301, 633.4715, 633.4716, 633.4717, 633.524, 634.055,  
8 634.1303, 634.214, 634A.169, 634A.185, 635.111, 635.158,  
9 636.262, 636.342, 637.085, 637.145, 637B.192, 637B.288, 638.087,  
10 638.089, 639.183, 639.2485, 639.570, 640.075, 640.152, 640A.185,  
11 640A.220, 640B.405, 640B.730, 640C.580, 640C.600, 640C.620,  
12 640C.745, 640C.760, 640D.135, 640D.190, 640E.225, 640E.340,  
13 641.090, 641.221, 641.2215, 641.325, 641A.191, 641A.217,  
14 641A.262, 641B.170, 641B.281, 641B.282, 641C.455, 641C.760,  
15 641D.260, 641D.320, 642.524, 643.189, 644A.870, 645.180,  
16 645.625, 645A.050, 645A.082, 645B.060, 645B.092, 645C.220,  
17 645C.225, 645D.130, 645D.135, 645G.510, 645H.320, 645H.330,  
18 647.0945, 647.0947, 648.033, 648.197, 649.065, 649.067, 652.126,  
19 652.228, 653.900, 654.110, 656.105, 657A.510, 661.115, 665.130,  
20 665.133, 669.275, 669.285, 669A.310, 671.170, 673.450, 673.480,  
21 675.380, 676A.340, 676A.370, 677.243, 678A.470, 678C.710,  
22 678C.800, 679B.122, 679B.124, 679B.152, 679B.159, 679B.190,  
23 679B.285, 679B.690, 680A.270, 681A.440, 681B.260, 681B.410,  
24 681B.540, 683A.0873, 685A.077, 686A.289, 686B.170, 686C.306,  
25 687A.060, 687A.115, 687B.404, 687C.010, 688C.230, 688C.480,  
26 688C.490, 689A.696, 692A.117, 692C.190, 692C.3507, 692C.3536,  
27 692C.3538, 692C.354, 692C.420, 693A.480, 693A.615, 696B.550,  
28 696C.120, 703.196, 704B.325, 706.1725, 706A.230, 710.159,  
29 711.600, *and sections 21, 29 and 46 of this act*, sections 35, 38 and  
30 41 of chapter 478, Statutes of Nevada 2011 and section 2 of chapter  
31 391, Statutes of Nevada 2013 and unless otherwise declared by law  
32 to be confidential, all public books and public records of a  
33 governmental entity must be open at all times during office hours to  
34 inspection by any person, and may be fully copied or an abstract or  
35 memorandum may be prepared from those public books and public  
36 records. Any such copies, abstracts or memoranda may be used to  
37 supply the general public with copies, abstracts or memoranda of the  
38 records or may be used in any other way to the advantage of the  
39 governmental entity or of the general public. This section does not  
40 supersede or in any manner affect the federal laws governing  
41 copyrights or enlarge, diminish or affect in any other manner the  
42 rights of a person in any written book or record which is  
43 copyrighted pursuant to federal law.

44 2. A governmental entity may not reject a book or record  
45 which is copyrighted solely because it is copyrighted.



1 3. A governmental entity that has legal custody or control of a  
2 public book or record shall not deny a request made pursuant to  
3 subsection 1 to inspect or copy or receive a copy of a public book or  
4 record on the basis that the requested public book or record contains  
5 information that is confidential if the governmental entity can  
6 redact, delete, conceal or separate, including, without limitation,  
7 electronically, the confidential information from the information  
8 included in the public book or record that is not otherwise  
9 confidential.

10 4. If requested, a governmental entity shall provide a copy of a  
11 public record in an electronic format by means of an electronic  
12 medium. Nothing in this subsection requires a governmental entity  
13 to provide a copy of a public record in an electronic format or by  
14 means of an electronic medium if:

15 (a) The public record:

16 (1) Was not created or prepared in an electronic format; and

17 (2) Is not available in an electronic format; or

18 (b) Providing the public record in an electronic format or by  
19 means of an electronic medium would:

20 (1) Give access to proprietary software; or

21 (2) Require the production of information that is confidential  
22 and that cannot be redacted, deleted, concealed or separated from  
23 information that is not otherwise confidential.

24 5. An officer, employee or agent of a governmental entity who  
25 has legal custody or control of a public record:

26 (a) Shall not refuse to provide a copy of that public record in the  
27 medium that is requested because the officer, employee or agent has  
28 already prepared or would prefer to provide the copy in a different  
29 medium.

30 (b) Except as otherwise provided in NRS 239.030, shall, upon  
31 request, prepare the copy of the public record and shall not require  
32 the person who has requested the copy to prepare the copy himself  
33 or herself.

34 **Sec. 63.** NRS 241.016 is hereby amended to read as follows:

35 241.016 1. The meetings of a public body that are quasi-  
36 judicial in nature are subject to the provisions of this chapter.

37 2. The following are exempt from the requirements of this  
38 chapter:

39 (a) The Legislature of the State of Nevada.

40 (b) Judicial proceedings, including, without limitation,  
41 proceedings before the Commission on Judicial Selection and,  
42 except as otherwise provided in NRS 1.4687, the Commission on  
43 Judicial Discipline.



1 (c) Meetings of the State Board of Parole Commissioners when  
2 acting to grant, deny, continue or revoke the parole of a prisoner or  
3 to establish or modify the terms of the parole of a prisoner.

4 3. Any provision of law, including, without limitation, NRS  
5 91.270, 219A.210, 228.495, 239C.140, 239C.420, 241.028,  
6 281A.350, 281A.690, 281A.735, 281A.760, 284.3629, 286.150,  
7 287.0415, 287.04345, 287.338, 288.220, 288.590, 289.387, 295.121,  
8 315.98425, 360.247, 388.261, 388.385, 388A.495, 388C.150,  
9 388D.355, 388G.710, 388G.730, 392.147, 392.466, 392.467,  
10 392.4671, 394.1699, 396.1415, 396.3295, 414.270, 422.405,  
11 433.534, 435.610, 442.774, 463.110, 480.545, 622.320, 622.340,  
12 630.311, 630.336, 631.3635, 639.050, 642.518, 642.557, 686B.170,  
13 696B.550, 703.196 and 706.1725 ~~§~~ **and section 46 of this act,**  
14 which:

15 (a) Provides that any meeting, hearing or other proceeding is not  
16 subject to the provisions of this chapter; or

17 (b) Otherwise authorizes or requires a closed meeting, hearing  
18 or proceeding,

19 ↪ prevails over the general provisions of this chapter.

20 4. The exceptions provided to this chapter, and electronic  
21 communication, must not be used to circumvent the spirit or letter of  
22 this chapter to deliberate or act, outside of an open and public  
23 meeting, upon a matter over which the public body has supervision,  
24 control, jurisdiction or advisory powers.

25 **Sec. 64.** NRS 396.251 is hereby amended to read as follows:

26 396.251 1. The Board of Regents may establish policies and  
27 procedures for personnel which govern student employees,  
28 physicians engaged in a program for residency training and  
29 postdoctoral fellows of the System and which are separate from the  
30 policies and procedures established for the unclassified personnel of  
31 the System. Any such policy or procedure does not diminish the  
32 eligibility of those persons for coverage as employees under the  
33 provisions of chapters 616A to 616D, inclusive, or chapter 617 of  
34 NRS.

35 2. ***Except as otherwise provided in sections 6 to 52, inclusive,***  
36 ***of this act:***

37 (a) In establishing policies and procedures pursuant to  
38 subsection 1, the Board of Regents is not bound by any of the other  
39 provisions of this chapter or the provisions of title 23 of NRS.  
40 ~~[Those]~~

41 (b) ***The provisions of this chapter and the provisions of title 23***  
42 ***of NRS*** do not apply to a student employee, a physician engaged in  
43 a program for residency training or a postdoctoral fellow of the  
44 System unless otherwise provided by the Board of Regents.



1 *3. In the event of a conflict between the policies and*  
2 *procedures established pursuant to subsection 1 and the provisions*  
3 *of a collective bargaining agreement entered into pursuant to*  
4 *sections 6 to 52, inclusive, of this act, the provisions of the*  
5 *agreement prevail.*

6 **Sec. 65.** NRS 396.280 is hereby amended to read as follows:  
7 396.280 The Board of Regents shall have ~~the~~ :

8 *1. The* power to fix the salaries of the academic staff of the  
9 System.

10 *2. The authority to conduct collective bargaining negotiations*  
11 *and to enter into collective bargaining agreements with the*  
12 *professional employees of the System pursuant to sections 6 to 52,*  
13 *inclusive, of this act to establish the terms and conditions of*  
14 *employment of the academic staff and other professional*  
15 *employees of the System. As used in this subsection, “professional*  
16 *employee” has the meaning ascribed to it in section 13 of this act.*

17 **Sec. 66.** 1. Except as otherwise provided in subsection 2,  
18 insofar as they conflict with the provisions of such an agreement,  
19 the amendatory provisions of this act do not apply during the current  
20 term of any collective bargaining agreement entered into before  
21 July 1, 2023, but do apply to any extension or renewal of such an  
22 agreement and to any such agreement entered into on or after July 1,  
23 2023.

24 2. If a collective bargaining agreement entered into before  
25 July 1, 2023, has a provision authorizing the reopening of  
26 negotiations, the amendatory provisions of this act do not apply to  
27 the reopened negotiations of the provisions of that collective  
28 bargaining agreement if a renegotiated collective bargaining  
29 agreement is entered into before January 1, 2024.

30 3. If a state professional employer has established a bargaining  
31 unit for any of its professional employees or has designated a  
32 professional organization as the exclusive representative for a  
33 bargaining unit as of July 1, 2023, such bargaining unit or exclusive  
34 representative shall be deemed the bargaining unit or exclusive  
35 representative representing the same professional employees on and  
36 after July 1, 2023, until such time, if any, the bargaining unit or  
37 exclusive representative is changed or modified in accordance with  
38 the provisions of this act.

39 4. As used in this section:

40 (a) “Bargaining unit” has the meaning ascribed to it in section 8  
41 of this act.

42 (b) “Exclusive representative” has the meaning ascribed to it in  
43 section 10 of this act.

44 (c) “Professional employee” has the meaning ascribed to it in  
45 section 13 of this act.





1 (d) “Professional organization” has the meaning ascribed to it in  
2 section 4 of this act.

3 (e) “State professional employer” has the meaning ascribed to it  
4 in section 5 of this act.

5 **Sec. 67.** This act becomes effective on July 1, 2023.







