

CHAPTER.....

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

Legislative Counsel’s Digest:

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

Section 4 of this bill requires an employing state agency to allow such an employee organization to meet with an employee outside regular work hours or during breaks in designated areas on the premises of the employee’s work location.

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

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

Section 1. Chapter 284 of NRS is hereby amended by adding thereto the provisions set forth as sections 1.2 to 4, inclusive, of this act.

Sec. 1.2. *As used in sections 1.2 to 4, inclusive, of this act, unless the context otherwise requires, the words and terms defined in sections 1.4, 1.6 and 1.8 of this act have the meanings ascribed to them in those sections.*



Sec. 1.4. *“Employee organization” means an organization of any kind consisting of one or more units or groups that:*

- 1. Has the improvement of the terms and conditions of employment of state employees as one of its purposes; and*
- 2. Has at least 100 members who have amounts withheld from their salaries or wages for payment to the organization pursuant to NRS 281.129.*

Sec. 1.6. *“Employing state agency” means a department, commission, board, bureau, office or other agency of the Executive Department of the State Government to which this chapter applies.*

Sec. 1.8. *“State employee” means a person employed by an employing state agency.*

Sec. 2. 1. *Within 30 days after the date on which a state employee is hired or within a reasonable time thereafter, the employing state agency shall provide to the state employee an orientation during the regular work hours of the state employee which consists of:*

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

- (1) The personnel policies of the employing state agency;*
- (2) Any rules concerning ethics, conflicts of interest and civil service to which the state employee is subject; and*
- (3) Any benefits programs for which the state employee is eligible.*

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

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

- (a) In person;*
- (b) By video conference; or*
- (c) Through a prerecorded video or electronic method.*

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

4. An employee organization may designate a state employee who is a member of the employee organization as a representative to attend the orientation required by subsection 1 on paid time. An employing state agency may not deny the representative the opportunity to attend the orientation required by subsection 1 unless the absence of the representative from work would significantly inhibit or disrupt the functioning of the employing



state agency. If an employing state agency denies the representative's attendance, the employee organization may designate another state employee who is a member of the employee organization as the representative.

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

Sec. 3. *An employing state agency shall provide an employee organization with the name and work location of any state employee who was unable to receive the orientation required by section 2 of this act within the period set forth in that section. The employing state agency shall allow the employee organization to meet with any such employee for at least 30 minutes during the regular work hours of the state employee to introduce the employee organization and explain its role and functions.*

Sec. 4. *An employing state agency shall allow an employee organization to meet with a state employee outside of or during breaks in regular work hours in areas at the state employee's work location designated by the employing state agency.*

Secs. 5 and 6. (Deleted by amendment.)

Sec. 7. This act becomes effective on July 1, 2017.



