

SENATE BILL NO. 135—COMMITTEE ON GOVERNMENT AFFAIRS

FEBRUARY 7, 2019

Referred to Committee on Government Affairs

SUMMARY—Provides for collective bargaining by state employees. (BDR 23-650)

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 state employees; authorizing collective bargaining for certain state employees; renaming and expanding the duties of the Local Government Employee-Management Relations Board; providing for bargaining units of state employees and their representatives; establishing procedures for collective bargaining and for making and amending collective bargaining agreements; prohibiting certain unfair labor practices; and providing other matters properly relating thereto.

Legislative Counsel’s Digest:

1 Title 23 of NRS governs public employment. This bill authorizes collective
2 bargaining between the State and certain state employees. **Sections 2, 27, 28 and**
3 **48** of this bill expand the powers and duties of the Local Government Employee-
4 Management Relations Board to include hearing and deciding certain disputes
5 between the State and certain state employees. **Section 46** of this bill changes the
6 name of the Local Government Employee-Management Relations Board to the
7 Government Employee-Management Relations Board to conform to this change in
8 duties. Existing law requires the Local Government Employee-Management
9 Relations Board annually to assess a fee for the support of the Board against each
10 local government employer. (NRS 288.105) **Section 23** of this bill additionally
11 requires the renamed Government Employee-Management Relations Board
12 annually to assess a similar fee against each agency or other unit of the Executive
13 Department of State Government. **Section 24** of this bill authorizes certain state
14 employees to organize and join labor organizations, or refrain from engaging in that
15 activity, and, as applicable, to engage in collective bargaining through exclusive
16 representatives.
17 **Section 25** of this bill establishes requirements concerning collective
18 bargaining agreements. **Section 26** of this bill prohibits certain unfair labor
19 practices in the context of collective bargaining. **Section 29** of this bill provides for



20 the creation and organization of bargaining units of employees of the Executive
21 Department. **Sections 30-33** of this bill provide for the election or designation of
22 exclusive representatives of bargaining units. **Section 34** of this bill requires the
23 exclusive representative of a bargaining unit to engage in collective bargaining with
24 the Executive Department on behalf of the employees within the unit. **Section 36** of
25 this bill sets forth the term of a collective bargaining agreement.
26 **Section 38** of this bill: (1) requires the Governor to appoint a representative to
27 negotiate concerning collective bargaining agreements on behalf of the Executive
28 Department; and (2) sets forth certain time frames in which the Executive
29 Department and an exclusive representative of a bargaining unit are required to
30 engage in collective bargaining. **Sections 39-41** of this bill provide for the
31 mediation and arbitration of disputes between the Executive Department and a
32 bargaining unit. **Section 42** of this bill authorizes supplemental collective
33 bargaining between the Executive Department and the exclusive representative
34 of a bargaining unit over any terms and conditions of employment that do not affect
35 all the employees of the bargaining unit. **Sections 44 and 50** of this bill provide
36 that certain meetings convened for the purpose of collective bargaining and
37 resolving disputes relating to collective bargaining are exempt from the provisions
38 of existing law requiring open and public meetings of public bodies. **Sections 6-14,**
39 **45 and 54** of this bill reorganize certain definitions in chapter 288 of NRS to
40 conform to changes made in this bill.

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) ~~Employee~~ *Except as otherwise provided in section 35*
13 *of this act, employee* organizations and labor organizations.
14 (b) May, in accordance with an agreement entered into pursuant
15 to NRS 701A.450 between the Director of the Office of Energy and
16 the officer or employee specifying amounts, withhold those amounts
17 and pay them to the Director of the Office of Energy for credit to the
18 Renewable Energy Account created by NRS 701A.450.
19 (c) Shall, upon receipt of information from the Public
20 Employees' Benefits Program specifying amounts of premiums or
21 contributions for coverage by the Program, withhold those amounts
22 from the salaries or wages of officers and employees who
23 participate in the Program and pay those amounts to the Program.



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

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

5 281.755 1. Except as otherwise provided in subsections 2 and
6 5, a public body shall provide an employee who is the mother of a
7 child under 1 year of age with:

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

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

13 2. If the public body determines that complying with the
14 provisions of subsection 1 will cause an undue hardship considering
15 the size, financial resources, nature and structure of the public body,
16 the public body may meet with the employee to agree upon a
17 reasonable alternative. If the parties are not able to reach an
18 agreement, the public body may require the employee to accept a
19 reasonable alternative selected by the public body and the employee
20 may appeal the decision by filing a complaint in the manner set
21 forth in subsection 4.

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

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

27 (b) Taken any action to require the public body to comply with
28 the requirements of this section, including, without limitation, filing
29 a complaint, testifying, assisting or participating in any manner in an
30 investigation, proceeding or hearing to enforce the provisions of this
31 section.

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

34 (a) If the employee is employed by the Executive Department of
35 State Government, ~~[and]~~ is not an employee of an entity described
36 in NRS 284.013 ~~[.]~~ *and is not an employee in a bargaining unit*
37 *pursuant to sections 15 to 44, inclusive, of this act*, file a complaint
38 with the Employee-Management Committee in accordance with the
39 procedures provided pursuant to NRS 284.384;

40 (b) If the employee is employed by the Legislative Department
41 of State Government, file a complaint with the Director of the
42 Legislative Counsel Bureau;

43 (c) If the employee is employed by the Judicial Department of
44 State Government, file a complaint with the Court Administrator;
45 and



1 (d) If the employee is employed by a political subdivision
2 of this State or any public or quasi-public corporation organized
3 under the laws of this State ~~§~~ *or if the employee is employed*
4 *by the Executive Department of State Government and is an*
5 *employee in a bargaining unit pursuant to sections 15 to 44,*
6 *inclusive, of this act,* file a complaint with the ~~Local~~ Government
7 Employee-Management Relations Board in the manner set forth in
8 NRS 288.115.

9 5. The requirements of this section do not apply to the
10 Department of Corrections. The Department is encouraged to
11 comply with the provisions of this section to the extent practicable.

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

13 (a) The State of Nevada, or any agency, instrumentality or
14 corporation thereof;

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

16 (c) Any political subdivision of this State or any public or quasi-
17 public corporation organized under the laws of this State, including,
18 without limitation, counties, cities, unincorporated towns, school
19 districts, charter schools, hospital districts, irrigation districts and
20 other special districts.

21 **Sec. 3.** NRS 284.013 is hereby amended to read as follows:

22 284.013 1. Except as otherwise provided in subsection 4, this
23 chapter does not apply to:

24 (a) Agencies, bureaus, commissions, officers or personnel in the
25 Legislative Department or the Judicial Department of State
26 Government, including the Commission on Judicial Discipline;

27 (b) Any person who is employed by a board, commission,
28 committee or council created in chapters 445C, 590, 623 to 625A,
29 inclusive, 628, 630 to 644A, inclusive, 648, 652, 654 and 656 of
30 NRS; or

31 (c) Officers or employees of any agency of the Executive
32 Department of the State Government who are exempted by specific
33 statute.

34 2. Except as otherwise provided in subsection 3, the terms and
35 conditions of employment of all persons referred to in subsection 1,
36 including salaries not prescribed by law and leaves of absence,
37 including, without limitation, annual leave and sick and disability
38 leave, must be fixed by the appointing or employing authority
39 within the limits of legislative appropriations or authorizations.

40 3. Except as otherwise provided in this subsection, leaves of
41 absence prescribed pursuant to subsection 2 must not be of lesser
42 duration than those provided for other state officers and employees
43 pursuant to the provisions of this chapter. The provisions of this
44 subsection do not govern the Legislative Commission with respect
45 to the personnel of the Legislative Counsel Bureau.



1 4. Any board, commission, committee or council created in
2 chapters 445C, 590, 623 to 625A, inclusive, 628, 630 to 644A,
3 inclusive, 648, 652, 654 and 656 of NRS which contracts for the
4 services of a person, shall require the contract for those services to
5 be in writing. The contract must be approved by the State Board of
6 Examiners before those services may be provided.

7 *5. To the extent that they are inconsistent or otherwise in*
8 *conflict, the provisions of this chapter do not apply to any terms*
9 *and conditions of employment that are properly within the scope*
10 *of and subject to the provisions of a collective bargaining*
11 *agreement or a supplemental bargaining agreement that is*
12 *enforceable pursuant to the provisions of sections 15 to 44,*
13 *inclusive, of this act.*

14 **Sec. 4.** Chapter 287 of NRS is hereby amended by adding
15 thereto a new section to read as follows:

16 *To the extent that they are inconsistent or otherwise in conflict,*
17 *the provisions of this chapter do not apply to any terms and*
18 *conditions of employment that are properly within the scope of*
19 *and subject to the provisions of a collective bargaining agreement*
20 *or supplemental bargaining agreement that is enforceable*
21 *pursuant to the provisions of sections 15 to 44, inclusive, of this*
22 *act.*

23 **Sec. 5.** Chapter 288 of NRS is hereby amended by adding
24 thereto the provisions set forth as sections 6 to 44, inclusive, of this
25 act.

26 **Sec. 6.** *As used in this chapter, unless the context otherwise*
27 *requires, the words and terms defined in NRS 288.040, 288.050*
28 *and 288.060 and sections 7 to 14, inclusive, of this act have the*
29 *meanings ascribed to them in those sections.*

30 **Sec. 7.** *“Board” means the Government Employee-*
31 *Management Relations Board created by NRS 288.080.*

32 **Sec. 8.** *“Collective bargaining” means a method of*
33 *determining conditions of employment by negotiation between*
34 *representatives of the Executive Department or local government*
35 *employer and an employee organization or labor organization,*
36 *entailing a mutual obligation of the Executive Department or local*
37 *government employer, as applicable, and the representative of the*
38 *state or local government employees to meet at reasonable times*
39 *and bargain in good faith with respect to:*

40 *1. Wages, hours and other terms and conditions of*
41 *employment;*

42 *2. The negotiation of an agreement;*

43 *3. The resolution of any question arising under a negotiated*
44 *agreement; or*



1 4. *The execution of a written contract incorporating any*
2 *agreement reached if requested by either party,*
3 *↳ but this obligation does not compel either party to agree to a*
4 *proposal or require the making of a concession.*

5 **Sec. 9.** *“Commissioner” means the Commissioner appointed*
6 *by the Board pursuant to NRS 288.090.*

7 **Sec. 10.** *“Executive Department” means an agency, board,*
8 *bureau, commission, department, division, elected officer or any*
9 *other unit of the Executive Department of State Government. The*
10 *term includes the Nevada System of Higher Education.*

11 **Sec. 11.** *“Fact-finding” means the formal procedure by*
12 *which an investigation of a labor dispute is conducted by a person*
13 *at which:*

14 1. *Evidence is presented; and*

15 2. *A written report is issued by the fact finder describing the*
16 *issues involved and setting forth recommendations for settlement*
17 *which may or may not be binding as provided in NRS 288.200.*

18 **Sec. 12.** *“Labor organization” means an organization of any*
19 *kind having as one of its purposes improvement of the terms and*
20 *conditions of employment of state employees.*

21 **Sec. 13.** *“Mediation” means assistance by an impartial third*
22 *party to reconcile differences between the Executive Department*
23 *or a local government employer and an exclusive representative*
24 *through interpretation, suggestion and advice.*

25 **Sec. 14.** *“Strike” means any concerted:*

26 1. *Stoppage of work, slowdown or interruption of operations*
27 *by employees of the State of Nevada or local government*
28 *employees;*

29 2. *Absence from work by employees of the State of Nevada or*
30 *local government employees upon any pretext or excuse, such as*
31 *illness, which is not founded in fact; or*

32 3. *Interruption of the operations of the State of Nevada or*
33 *any local government employer by any employee organization or*
34 *labor organization.*

35 **Sec. 15.** *As used in sections 15 to 44, inclusive, of this act,*
36 *unless the context otherwise requires, the words and terms defined*
37 *in sections 16 to 21, inclusive, of this act have the meanings*
38 *ascribed to them in those sections.*

39 **Sec. 16.** *“Arbitration” means a process of dispute resolution*
40 *where the parties involved in an impasse or grievance dispute*
41 *submit their dispute to a third party for a final and binding*
42 *decision.*

43 **Sec. 17.** *“Bargaining unit” means a collection of employees*
44 *that the Board has established as a bargaining unit pursuant to*
45 *section 29 of this act.*



1 **Sec. 18.** *“Confidential employee” means an employee who*
2 *provides administrative support to an employee who assists in the*
3 *formulation, determination and effectuation of personnel policies*
4 *or managerial policies concerning collective bargaining or*
5 *supplemental bargaining.*

6 **Sec. 19. 1.** *“Employee” means a person who:*

7 (i) *Is employed in the classified service of the State pursuant*
8 *to chapter 284 of NRS; or*

9 (ii) *Is employed by the Nevada System of Higher Education in*
10 *the classified service of the State or is required to be paid in*
11 *accordance with the pay plan for the classified service of the State.*

12 **2.** *The term does not include:*

13 (i) *A managerial employee whose primary function, as*
14 *determined by the Board, is to administer and control the business*
15 *of any agency, board, bureau, commission, department, division,*
16 *elected officer or any other unit of the Executive Department and*
17 *who is vested with discretion and independent judgment with*
18 *regard to the general conduct and control of that agency, board,*
19 *bureau, commission, department, division, elected officer or unit;*

20 (ii) *An elected official or any person appointed to fill a vacancy*
21 *in an elected office;*

22 (iii) *A confidential employee;*

23 (iv) *A temporary employee who is employed for a fixed period*
24 *of 4 months or less;*

25 (v) *A commissioned officer or an enlisted member of the*
26 *Nevada National Guard;*

27 (vi) *Any person employed by the Nevada System of Higher*
28 *Education who is not in the classified service of the State or*
29 *required to be paid in accordance with the pay plan of the*
30 *classified service of the State; or*

31 (vii) *Any person employed by the Public Employees’ Retirement*
32 *System who is required to be paid in accordance with the pay plan*
33 *of the classified service of the State.*

34 **Sec. 20.** *“Exclusive representative” means a labor*
35 *organization that, as a result of its designation by the Board, has*
36 *the exclusive right to represent all the employees within a*
37 *bargaining unit and to engage in collective bargaining with the*
38 *Executive Department pursuant to sections 15 to 44, inclusive, of*
39 *this act concerning wages, hours and other terms and conditions*
40 *of employment for those employees.*

41 **Sec. 21.** *“Grievance” means an act, omission or occurrence*
42 *that an employee or an exclusive representative believes to be an*
43 *injustice relating to any condition arising out of the relationship*
44 *between an employer and an employee, including, without*
45 *limitation, working hours, working conditions, membership in an*



1 *organization of employees or the interpretation of any law,*
2 *regulation or agreement.*

3 **Sec. 22. 1.** *The Legislature hereby finds and declares that*
4 *there is a great need to:*

5 *(a) Promote orderly and constructive relations between the*
6 *State and its employees; and*

7 *(b) Increase the efficiency of the Executive Department of*
8 *State Government.*

9 **2.** *It is therefore within the public interest that the Legislature*
10 *enact provisions:*

11 *(a) Granting certain state employees the right to associate with*
12 *others in organizing and choosing representatives for the purpose*
13 *of engaging in collective bargaining;*

14 *(b) Requiring the State to recognize and negotiate wages,*
15 *hours and other terms and conditions of employment with labor*
16 *organizations that represent state employees and to enter into*
17 *written agreements evidencing the result of collective bargaining;*
18 *and*

19 *(c) Establishing standards and procedures that protect the*
20 *rights of employees, the Executive Department and the people of*
21 *the State.*

22 **Sec. 23. 1.** *On or before July 1 of each year, the Board*
23 *shall charge and collect a fee from the Executive Department in*
24 *an amount not to exceed \$10 for each employee of the Executive*
25 *Department who was employed by the Executive Department*
26 *during the first pay period of the immediately preceding fiscal*
27 *year.*

28 **2.** *The Executive Department shall pay the fee imposed*
29 *pursuant to subsection 1 on or before July 31 of each year. The*
30 *Executive Department shall not impose the fee against its*
31 *employees.*

32 **3.** *If the Executive Department fails to pay the fee imposed*
33 *pursuant to subsection 1 on or before July 31 of that year, the*
34 *Board shall impose a civil penalty not to exceed \$10 for each*
35 *employee employed by the Executive Department for whom the fee*
36 *was not paid.*

37 **4.** *The Executive Department may not receive a reduction in*
38 *the amount of the fee imposed pursuant to subsection 1 or a*
39 *refund of that amount if an employee is not employed for a full*
40 *calendar year. The fee must be imposed whether or not the*
41 *employee is a member of a labor organization.*

42 **5.** *Any money received from the fees collected pursuant to*
43 *subsection 1 must be accounted for separately and may be used*
44 *only to carry out the duties of the Board.*



1 6. To carry out the provisions of this section, the Board may
2 verify the identity and number of employees employed by the
3 Executive Department by any reasonable means.

4 Sec. 24. 1. For the purposes of collective bargaining,
5 supplemental bargaining and other mutual aid or protection,
6 employees have the right to:

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

11 (b) Refrain from engaging in such activity.

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

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

19 (b) The negotiation of an agreement;

20 (c) The resolution of any question arising under an
21 agreement; and

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

24 3. The subject matters set forth in subsection 3 of NRS
25 288.150 are not within the scope of mandatory bargaining and are
26 reserved to the Executive Department without negotiation.

27 4. Notwithstanding the provisions of any collective
28 bargaining agreement negotiated pursuant to the provisions of
29 sections 15 to 44, inclusive, of this act, the Executive Department
30 is entitled to take the actions set forth in paragraph (b) of
31 subsection 4 of NRS 288.150. Any action taken under the
32 provisions of this subsection must not be construed as a failure to
33 negotiate in good faith.

34 5. This section does not preclude, but the provisions of
35 sections 15 to 44, inclusive, of this act do not require, the
36 Executive Department to negotiate subject matters set forth in
37 subsection 3 which are outside the scope of mandatory bargaining.
38 The Executive Department shall discuss subject matters outside
39 the scope of mandatory bargaining but it is not required to
40 negotiate those matters.

41 6. The Executive Department shall furnish to an exclusive
42 representative data that is maintained in the ordinary course of
43 business and which is relevant and necessary to the discussion of
44 the subjects of mandatory bargaining described in subsection 2.
45 This subsection shall not be construed to require the Executive



1 *Department to furnish to the exclusive representative any advice*
2 *or training received by representatives of the Executive*
3 *Department concerning collective bargaining.*

4 *7. To the greatest extent practicable, any decision issued by*
5 *the Board before October 1, 2019, relating to the interpretation of,*
6 *or the performance under, the provisions of NRS 288.150 shall be*
7 *deemed to apply to any complaint arising out of the interpretation*
8 *of, or performance under, the provisions of this section.*

9 **Sec. 25. 1. Each collective bargaining agreement must be**
10 **in writing and must include, without limitation:**

11 (a) *A procedure to resolve grievances which applies to all*
12 *employees in the bargaining unit and culminates in final and*
13 *binding arbitration. The procedure must be used to resolve all*
14 *grievances relating to employment, including, without limitation,*
15 *the administration and interpretation of the collective bargaining*
16 *agreement, the applicability of any law, rule or regulation relating*
17 *to the employment and appeal of discipline and other adverse*
18 *personnel actions.*

19 (b) *A provision which provides that an officer of the Executive*
20 *Department shall, upon written authorization by an employee*
21 *within the bargaining unit, withhold a sufficient amount of money*
22 *from the salary or wages of the employee pursuant to NRS*
23 *281.129 to pay dues or similar fees to the exclusive representative*
24 *of the bargaining unit. Such authorization may be revoked only in*
25 *the manner prescribed in the authorization.*

26 (c) *A nonappropriation clause that provides that any provision*
27 *of the collective bargaining agreement which requires the*
28 *Legislature to appropriate money is effective only to the extent of*
29 *legislative appropriation.*

30 2. *Except as otherwise provided in subsections 3 and 4, the*
31 *procedure to resolve grievances required in a collective bargaining*
32 *agreement pursuant to paragraph (a) of subsection 1 is the*
33 *exclusive means available for resolving grievances described in*
34 *that paragraph.*

35 3. *An employee in a bargaining unit who has been dismissed,*
36 *demoted or suspended may pursue a grievance related to that*
37 *dismissal, demotion or suspension through:*

38 (a) *The procedure provided in the agreement pursuant to*
39 *paragraph (a) of subsection 1; or*

40 (b) *The procedure prescribed by NRS 284.390,*
41 *↳ but once the employee has properly filed a grievance in writing*
42 *under the procedure described in paragraph (a) or requested a*
43 *hearing under the procedure described in paragraph (b), the*
44 *employee may not proceed in the alternative manner.*



1 4. An employee in a bargaining unit who is aggrieved by the
2 failure of the Executive Department or its designated
3 representative to comply with the requirements of NRS 281.755
4 may pursue a grievance related to that failure through:

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

7 (b) The procedure prescribed by NRS 288.115,
8 ↪ but once the employee has properly filed a grievance in writing
9 under the procedure described in paragraph (a) or filed a
10 complaint under the procedure described in paragraph (b), the
11 employee may not proceed in the alternative manner.

12 5. If there is a conflict between any provision of an
13 agreement between the Executive Department and an exclusive
14 representative and:

15 (a) Any regulation adopted by the Executive Department, the
16 provision of the agreement prevails unless the provision of the
17 agreement is outside of the lawful scope of collective bargaining.

18 (b) An existing statute, other than a statute described in
19 paragraph (c), the provision of the agreement may not be given
20 effect unless the Legislature amends the existing statute in such a
21 way as to eliminate the conflict.

22 (c) A provision of chapter 284 or 287 of NRS or section 39, 40
23 or 41 of this act, the provision of the agreement prevails unless the
24 Legislature is required to appropriate money to implement the
25 provision, within the limits of legislative appropriations and any
26 other available money.

27 **Sec. 25.5.** Notwithstanding the provisions of any collective
28 bargaining agreement negotiated pursuant to the provisions of
29 sections 15 to 44, inclusive, of this act, the Governor may include
30 in the biennial proposed executive budget of the State any amount
31 of money the Governor deems appropriate for the salaries, wage
32 rates or any other form of direct monetary compensation for
33 employees.

34 **Sec. 26. 1.** It is a prohibited practice for the Executive
35 Department or its designated representative willfully to:

36 (a) Engage in any prohibited practice applicable to a local
37 government employer or its designated representative set forth in
38 subsection 1 of NRS 288.270, except paragraphs (e) and (g) of that
39 subsection.

40 (b) Refuse to bargain collectively in good faith with an
41 exclusive representative as required in section 38 of this act.
42 Bargaining collectively includes the entire bargaining process,
43 including, without limitation, mediation or arbitration.

44 (c) Failure to provide the information required in section 24 of
45 this act.



1 2. *It is a prohibited practice for an employee or for a labor*
2 *organization or its designated agent willfully to:*

3 (a) *Engage in any prohibited practice applicable to a local*
4 *government employee or a labor organization or its designated*
5 *representative set forth in subsection 2 of NRS 288.270, except*
6 *paragraphs (b) and (d) of that subsection.*

7 (b) *Refuse to bargain in good faith with the Executive*
8 *Department, if it is an exclusive representative, as required in*
9 *section 34 of this act. Bargaining collectively includes the entire*
10 *bargaining process, including, without limitation, mediation or*
11 *arbitration.*

12 3. *The inclusion by the Governor in the biennial proposed*
13 *executive budget of the State of an amount of money for the*
14 *salaries, wage rates or any other form of direct monetary*
15 *compensation for employees which conflicts with the terms of a*
16 *collective bargaining agreement must not be construed as a failure*
17 *of the Executive Department to negotiate in good faith.*

18 4. *To the greatest extent practicable, any decision issued by*
19 *the Board before October 1, 2019, relating to the interpretation of,*
20 *or the performance under, the provisions of NRS 288.270 shall be*
21 *deemed to apply to any complaint arising out of the interpretation*
22 *of, or performance under, the provisions of this section.*

23 **Sec. 27.** 1. *To establish that a party committed a prohibited*
24 *practice in violation of section 26 of this act, the party aggrieved*
25 *by the practice must file a complaint with the Board in accordance*
26 *with procedures prescribed by the Board.*

27 2. *The Board may conduct a preliminary investigation of the*
28 *complaint. Based on such an investigation:*

29 (a) *If the Board determines that the complaint has no basis in*
30 *law or fact, the Board shall dismiss the complaint.*

31 (b) *If the Board determines that the complaint may have a*
32 *basis in law or fact, the Board shall order a hearing to be*
33 *conducted in accordance with:*

34 (1) *The provisions of chapter 233B of NRS that apply to a*
35 *contested case; and*

36 (2) *Any rules adopted by the Board pursuant to*
37 *NRS 288.110.*

38 3. *If the Board finds at the hearing that the party accused in*
39 *the complaint has committed a prohibited practice, the Board:*

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

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

44 4. *The Board or any party aggrieved by the failure of any*
45 *person to obey an order of the Board issued pursuant to*



1 *subsection 4 may apply to a court of competent jurisdiction for a*
2 *prohibitory or mandatory injunction to enforce the order.*

3 *5. Any order or decision issued by the Board pursuant to this*
4 *section concerning the merits of a complaint is a final decision in*
5 *a contested case and may be appealed pursuant to the provisions*
6 *of chapter 233B of NRS that apply to a contested case, except that*
7 *a party aggrieved by the order or decision of the Board must file a*
8 *petition for judicial review not later than 10 days after being*
9 *served with the order or decision of the Board.*

10 **Sec. 28.** *1. The Board may appoint a hearing officer to*
11 *conduct a hearing that the Board is otherwise required to conduct*
12 *pursuant to section 27 of this act.*

13 *2. A decision of the hearing officer may be appealed to the*
14 *Board.*

15 *3. On appeal to the Board, the Board may consider the record*
16 *of the hearing or may conduct a hearing de novo. A hearing de*
17 *ново conducted by the Board must be conducted in accordance*
18 *with:*

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

21 *(b) Any rules adopted by the Board pursuant to NRS 288.110.*

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

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

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

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

32 *6. Any order or decision issued by the Board pursuant to this*
33 *section concerning the merits of a complaint is a final decision in*
34 *a contested case and may be appealed pursuant to the provisions*
35 *of chapter 233B of NRS that apply to a contested case, except that*
36 *a party aggrieved by the order or decision of the Board must file a*
37 *petition for judicial review not later than 10 days after being*
38 *served with the order or decision of the Board.*

39 **Sec. 29.** *1. The Board shall establish one bargaining unit*
40 *for each of the following occupational groups of employees of the*
41 *Executive Department:*

42 *(a) Labor, maintenance, custodial and institutional employees,*
43 *including, without limitation, employees of penal and correctional*
44 *institutions who are not responsible for security at those*
45 *institutions.*



1 (b) *Administrative and clerical employees, including, without*
2 *limitation, legal support staff and employees whose work involves*
3 *general office work, or keeping or examining records and*
4 *accounts.*

5 (c) *Technical aides to professional employees, including,*
6 *without limitation, computer programmers, tax examiners,*
7 *conservation employees and regulatory inspectors.*

8 (d) *Professional employees who do not provide health care,*
9 *including, without limitation, engineers, scientists and*
10 *accountants.*

11 (e) *Professional employees who provide health care, including,*
12 *without limitation, physical therapists and other employees in*
13 *medical and other professions related to health.*

14 (f) *Employees, other than professional employees, who provide*
15 *health care and personal care, including, without limitation,*
16 *employees who provide care for children.*

17 (g) *Category I peace officers.*

18 (h) *Category II peace officers.*

19 (i) *Category III peace officers.*

20 (j) *Supervisory employees from all occupational groups.*

21 (k) *Firefighters.*

22 2. *The Board shall determine the classifications of employees*
23 *within each bargaining unit. The parties to a collective bargaining*
24 *agreement may assign a new classification to a bargaining unit*
25 *based upon the similarity of the new classification to other*
26 *classifications within the bargaining unit. If the parties to a*
27 *collective bargaining agreement do not agree to the assignment of*
28 *a new classification to a bargaining unit, the Board must assign a*
29 *new classification to a bargaining unit based upon the similarity*
30 *of the new classification to other classifications within the*
31 *bargaining unit.*

32 3. *As used in this section:*

33 (a) *“Category I peace officer” has the meaning ascribed to it*
34 *in NRS 289.460.*

35 (b) *“Category II peace officer” has the meaning ascribed to it*
36 *in NRS 289.470.*

37 (c) *“Category III peace officer” has the meaning ascribed to it*
38 *in NRS 289.480.*

39 (d) *“Professional employee” means an employee engaged in*
40 *work that:*

41 (1) *Is predominately intellectual and varied in character as*
42 *opposed to routine mental, manual, mechanical or physical work;*

43 (2) *Involves the consistent exercise of discretion and*
44 *judgment in its performance;*



1 (3) *Is of such a character that the result accomplished or*
2 *produced cannot be standardized in relation to a given period; and*

3 (4) *Requires advanced knowledge in a field of science or*
4 *learning customarily acquired through a prolonged course of*
5 *specialized intellectual instruction and study in an institution of*
6 *higher learning, as distinguished from general academic*
7 *education, an apprenticeship or training in the performance of*
8 *routine mental or physical processes.*

9 (e) *“Supervisory employee” has the meaning ascribed to it in*
10 *paragraph (a) of subsection 1 of NRS 288.075.*

11 **Sec. 30.** *If no labor organization is designated as the*
12 *exclusive representative of a bargaining unit and a labor*
13 *organization files with the Board a list of its membership or other*
14 *evidence showing that the labor organization has been authorized*
15 *to serve as a representative by more than 50 percent of the*
16 *employees within the bargaining unit, the Board shall designate*
17 *the labor organization as the exclusive representative of the*
18 *bargaining unit without ordering an election.*

19 **Sec. 31.** 1. *If no labor organization is designated as the*
20 *exclusive representative of a bargaining unit, the Board shall*
21 *order an election to be conducted within the bargaining unit if:*

22 (a) *A labor organization files with the Board a written request*
23 *for an election which includes a list of its membership or other*
24 *evidence showing that it has been authorized to serve as a*
25 *representative by at least 30 percent but not more than 50 percent*
26 *of the employees within the bargaining unit; and*

27 (b) *No other election to choose, change or discontinue*
28 *representation has been conducted within the bargaining unit*
29 *during the immediately preceding 12 months.*

30 2. *If the Board designates a labor organization as the*
31 *exclusive representative of a bargaining unit following an election*
32 *pursuant to subsection 1 or pursuant to section 30 of this act, the*
33 *Board shall order an election:*

34 (a) *If either:*

35 (1) *Another labor organization files with the Board a*
36 *written request for an election which includes a list of its*
37 *membership or other evidence showing that the labor organization*
38 *has been authorized to serve as a representative by at least 50*
39 *percent of the employees within the bargaining unit; or*

40 (2) *A group of employees within the bargaining unit files*
41 *with the Board a written request for an election which includes a*
42 *list or other evidence showing that more than 50 percent of the*
43 *employees within the bargaining unit have requested that an*
44 *election be conducted to change or discontinue representation;*



1 (b) *If applicable, the request filed pursuant to paragraph (a) is*
2 *filed not more than 270 days and not less than 225 days before the*
3 *date on which the current collective bargaining agreement in*
4 *effect for the bargaining unit expires; and*

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

8 **Sec. 32.** 1. *If the Board orders an election within a*
9 *bargaining unit pursuant to section 31 of this act, the Board shall*
10 *order that each of the following be placed as a choice on the ballot*
11 *for the election:*

12 (a) *If applicable, the labor organization that requested the*
13 *election pursuant to section 31 of this act;*

14 (b) *If applicable, the labor organization that is presently*
15 *designated as the exclusive representative of the bargaining unit;*

16 (c) *Any other labor organization that, on or before the date*
17 *that is prescribed by the rules adopted by the Board, files with the*
18 *Board a written request to be placed on the ballot for the election*
19 *and includes with the written request a list of its membership or*
20 *other evidence showing that the labor organization has been*
21 *authorized to serve as a representative by at least 30 percent of the*
22 *employees within the bargaining unit; and*

23 (d) *A choice for "no representation."*

24 2. *If a ballot for an election contains more than two choices*
25 *and none of the choices on the ballot receives a majority of the*
26 *votes cast at the initial election, the Board shall order a runoff*
27 *election between the two choices on the ballot that received the*
28 *highest number of votes at the initial election.*

29 3. *If the choice for "no representation" receives a majority of*
30 *the votes cast at the initial election or at any runoff election, the*
31 *Board shall designate the bargaining unit as being without*
32 *representation.*

33 4. *If a labor organization receives a majority of the votes cast*
34 *at the initial election or at any runoff election, the Board shall*
35 *designate the labor organization as the exclusive representative of*
36 *the bargaining unit.*

37 **Sec. 33.** 1. *The Board shall preside over all elections that*
38 *are conducted pursuant to section 31 of this act and shall*
39 *determine the eligibility requirements for employees to vote in any*
40 *such election.*

41 2. *A labor organization that is placed as a choice on the*
42 *ballot for an election or any employee who is eligible to vote at an*
43 *election may file with the Board a written objection to the results*
44 *of the election. The objection must be filed not later than 10 days*



1 after the date on which the notice of the results of the election is
2 given by the Board.

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

8 **Sec. 34. 1.** Except as otherwise provided in subsection 2, an
9 exclusive representative shall:

10 (a) Act as the agent and exclusive representative of all
11 employees within each bargaining unit that it represents; and

12 (b) In good faith and on behalf of each bargaining unit that it
13 represents, individually or collectively, bargain with the Executive
14 Department concerning the wages, hours and other terms and
15 conditions of employment for the employees within each
16 bargaining unit that it represents, including, without limitation,
17 any terms and conditions of employment that are within the scope
18 of supplemental bargaining pursuant to section 42 of this act.

19 2. If an employee is within a bargaining unit that has an
20 exclusive representative, the employee has the right to present
21 grievances to the Executive Department at any time and to have
22 those grievances adjusted without the intervention of the exclusive
23 representative if:

24 (a) The exclusive representative is given an opportunity to be
25 present at any meetings or hearings related to the adjustment of
26 the grievance and provided a copy of the adjustment of the
27 grievance; and

28 (b) The adjustment of the grievance is not inconsistent with the
29 provisions of the collective bargaining agreement or any
30 supplemental bargaining agreement then in effect.

31 3. A labor organization may serve as an exclusive
32 representative for multiple bargaining units established pursuant
33 to section 29 of this act.

34 **Sec. 35.** If the Board designates a labor organization as the
35 exclusive representative of a bargaining unit pursuant to sections
36 15 to 44, inclusive, of this act, an officer of the Executive
37 Department shall not, pursuant to NRS 281.129, withhold any
38 amount of money from the salary or wages of an employee within
39 the bargaining unit to pay dues or similar fees to a labor
40 organization other than the labor organization that is the
41 exclusive representative of the bargaining unit.

42 **Sec. 36.** Except as otherwise provided in this section, the
43 term of a collective bargaining agreement must begin on July 1 of
44 an odd-numbered year and must end on June 30 of the next odd-
45 numbered year. If the parties cannot agree to a new collective



1 *bargaining agreement before the end of the term of a collective*
2 *bargaining agreement, the terms of that collective bargaining*
3 *agreement remain in effect until a new collective bargaining*
4 *agreement takes effect.*

5 **Sec. 36.5.** *1. Any new, extended or modified collective*
6 *bargaining agreement or similar agreement between the Executive*
7 *Department and an exclusive representative must be approved by*
8 *the State Board of Examiners at a public hearing.*

9 *2. Not less than 3 business days before the date of the*
10 *hearing, the State Board of Examiners shall cause the following*
11 *documents to be posted and made available for downloading on*
12 *the Internet website used by the State Board of Examiners to*
13 *provide public notice of its meetings:*

14 *(a) The proposed agreement and any exhibits or other*
15 *attachments to the proposed agreement;*

16 *(b) If the proposed agreement is a modification of a previous*
17 *agreement, a document showing any language added to or deleted*
18 *from the previous agreement; and*

19 *(c) Any supporting material prepared for the governing body*
20 *and relating to the fiscal impact of the agreement.*

21 *3. At the hearing, the State Board of Examiners shall*
22 *consider the fiscal impact of the agreement.*

23 **Sec. 37.** *If a provision of a collective bargaining agreement:*

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

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

28 *(a) The Governor shall request the drafting of a legislative*
29 *measure pursuant to NRS 218D.175 to effectuate the provision;*
30 *and*

31 *(b) The provision becomes effective, if at all, on the date on*
32 *which the act of the Legislature becomes effective.*

33 **Sec. 38.** *1. The Governor shall designate a representative to*
34 *conduct negotiations concerning collective bargaining agreements*
35 *on behalf of the Executive Department. The representative may,*
36 *with the approval of the Governor, delegate the responsibility to*
37 *conduct such negotiations to another person.*

38 *2. A representative designated pursuant to subsection 1 and*
39 *an exclusive representative shall begin negotiations concerning a*
40 *collective bargaining agreement within 60 days after one party*
41 *notifies the other party of the desire to negotiate or on or before*
42 *November 1 of each even-numbered year, whichever is earlier.*

43 *3. As soon as practicable after the Board designates an*
44 *exclusive representative of an unrepresented bargaining unit*
45 *pursuant to sections 15 to 44, inclusive, of this act, the exclusive*



1 *representative shall engage in collective bargaining with the*
2 *representative designated pursuant to subsection 1 as required by*
3 *section 34 of this act to establish a collective bargaining*
4 *agreement with a term ending on June 30 of the next odd-*
5 *numbered year.*

6 **Sec. 39. 1.** *Either party may request a mediator from the*
7 *Federal Mediation and Conciliation Service if the parties do not*
8 *reach a collective bargaining agreement:*

9 *(a) Within 120 days after the date on which the parties began*
10 *negotiations or on or before February 1 of an odd-numbered year,*
11 *whichever is earlier; or*

12 *(b) On or before any later date set by agreement of the parties.*

13 **2.** *The mediator shall bring the parties together as soon as*
14 *possible after his or her appointment and shall attempt to settle*
15 *each issue in dispute within 21 days after his or her appointment*
16 *or any later date set by agreement of the parties.*

17 **Sec. 40. 1.** *If a mediator selected pursuant to section 39 of*
18 *this act determines that his or her services are no longer helpful or*
19 *if the parties do not reach a collective bargaining agreement*
20 *through mediation within 21 days after the appointment of the*
21 *mediator or on or before any later date set by agreement of the*
22 *parties, the mediator shall discontinue mediation and the parties*
23 *shall attempt to agree upon an impartial arbitrator. Any proposal*
24 *that conflicts or is otherwise inconsistent with any provision of*
25 *state law, other than the provisions of chapters 284 and 287 of*
26 *NRS, shall be considered withdrawn by the proposing party when*
27 *mediation is discontinued.*

28 **2.** *If the parties do not agree upon an impartial arbitrator*
29 *within 5 days after the date on which mediation is discontinued*
30 *pursuant to subsection 1 or on or before any later date set by*
31 *agreement of the parties, the parties shall request from the*
32 *Federal Mediation and Conciliation Service a list of seven*
33 *potential arbitrators. The parties shall select an arbitrator from*
34 *this list by alternately striking one name until the name of only*
35 *one arbitrator remains, and that arbitrator must hear the dispute*
36 *in question. The party who will strike the first name must be*
37 *determined by a coin toss.*

38 **3.** *The arbitrator shall begin arbitration proceedings on or*
39 *before March 1 or any later date set by agreement of the parties.*

40 **4.** *The arbitrator and the parties shall apply and follow the*
41 *procedures for arbitration that are prescribed by any rules adopted*
42 *by the Board pursuant to NRS 288.110. During arbitration, the*
43 *parties retain their respective duties to negotiate in good faith.*

44 **5.** *The arbitrator may administer oaths or affirmations, take*
45 *testimony and issue and seek enforcement of a subpoena in the*



1 same manner as the Board pursuant to NRS 288.120, and, except
2 as otherwise provided in subsection 7, the provisions of NRS
3 288.120 apply to any subpoena issued by the arbitrator.

4 6. The arbitrator shall render a decision on or before
5 March 15 or any later date set by agreement of the parties.

6 7. The Executive Department and the exclusive representative
7 shall each pay one-half of the cost of arbitration.

8 **Sec. 41.** 1. For issues in dispute after arbitration
9 proceedings are held pursuant to section 40 of this act, the
10 arbitrator shall incorporate either the final offer of the Executive
11 Department or the final offer of the exclusive representative into
12 his or her decision. The decision of the arbitrator shall be limited
13 to a selection of one of the two final offers of the parties. The
14 arbitrator shall not revise or amend the final offer of either party
15 on any issue.

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

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

19 (b) The contractual terms and provisions contained in each
20 final offer.

21 3. In assessing reasonableness pursuant to subsection 2, the
22 arbitrator shall:

23 (a) Compare the wages, hours and other terms and conditions
24 of employment for the employees within the bargaining unit with
25 the wages, hours and other terms and conditions of employment
26 for other employees performing similar services and for other
27 employees generally:

28 (1) In public employment in comparable communities; and

29 (2) In private employment in comparable communities; and

30 (b) Consider, without limitation:

31 (1) The financial ability of the State to pay the costs
32 associated with the proposed collective bargaining agreement, with
33 due regard for the primary obligation of the State to safeguard the
34 health, safety and welfare of the people of this State;

35 (2) The average prices paid by consumers for goods and
36 services in geographic location where the employees work; and

37 (3) Such other factors as are normally or traditionally used
38 as part of collective bargaining, mediation, arbitration or other
39 methods of dispute resolution to determine the wages, hours and
40 other terms and conditions of employment for employees in public
41 or private employment.

42 4. The decision of the arbitrator is final and binding upon the
43 parties.

44 **Sec. 42.** 1. Except as otherwise provided in this section, the
45 Executive Department and the exclusive representative of a



1 *bargaining unit may engage in supplemental bargaining*
2 *concerning any terms and conditions of employment which are*
3 *peculiar to or which uniquely affect fewer than all the employees*
4 *within the bargaining unit.*

5 2. *The Executive Department and an exclusive representative*
6 *may engage in supplemental bargaining pursuant to subsection 1*
7 *for fewer than all the employees within two or more bargaining*
8 *units that the exclusive representative represents if the*
9 *requirements of subsection 1 are met for each such bargaining*
10 *unit. Supplemental bargaining must be conducted in the manner*
11 *prescribed by sections 15 to 44, inclusive, of this act.*

12 3. *If the parties reach a supplemental bargaining agreement*
13 *pursuant to this section, the provisions of the supplemental*
14 *bargaining agreement:*

15 (a) *Must be in writing; and*

16 (b) *Shall be deemed to be incorporated into the provisions of*
17 *each collective bargaining agreement then in effect between*
18 *the Executive Department and the employees who are subject to*
19 *the supplemental bargaining agreement if the provisions of the*
20 *supplemental bargaining agreement do not conflict with the*
21 *provisions of the collective bargaining agreement.*

22 4. *If any provision of the supplemental bargaining*
23 *agreement conflicts with any provision of the collective*
24 *bargaining agreement, the provision of the supplemental*
25 *bargaining agreement is void and the provision of the*
26 *collective bargaining agreement must be given effect.*

27 5. *The provisions of the supplemental bargaining agreement*
28 *expire at the same time as the other provisions of the collective*
29 *bargaining agreement into which they are incorporated.*

30 6. *The Executive Department and an exclusive representative*
31 *may, during collective bargaining conducted pursuant to sections*
32 *15 to 44, inclusive, of this act, negotiate and include in a collective*
33 *bargaining agreement any terms and conditions of employment*
34 *that would otherwise be within the scope of supplemental*
35 *bargaining conducted pursuant to this section.*

36 **Sec. 43.** 1. *Except as otherwise provided by specific statute,*
37 *a labor organization and the Executive Department may sue or be*
38 *sued as an entity pursuant to sections 15 to 44, inclusive, of this*
39 *act.*

40 2. *If any action or proceeding is brought by or against a labor*
41 *organization pursuant to sections 15 to 44, inclusive, of this act,*
42 *the district court in and for the county in which the labor*
43 *organization maintains its principal office or the county in which*
44 *the claim arose has jurisdiction over the claim.*



1 3. A natural person and his or her assets are not subject to
2 liability for any judgment awarded pursuant to sections 15 to 44,
3 inclusive, of this act against the Executive Department or a labor
4 organization.

5 **Sec. 44.** The following proceedings, required by or conducted
6 pursuant to this chapter, are not subject to any provision of NRS
7 which requires a meeting to be open or public:

8 1. Any negotiation or informal discussion between the
9 Executive Department and a labor organization or employees as
10 individuals.

11 2. Any meeting of a mediator with either party or both parties
12 to a negotiation.

13 3. Any meeting or investigation conducted by an arbitrator.

14 4. Deliberations of the Board toward a decision on a
15 complaint, appeal or petition for declaratory relief.

16 **Sec. 45.** NRS 288.020 is hereby amended to read as follows:
17 288.020 As used in ~~[this chapter,]~~ *NRS 288.140 to 288.220,*
18 *inclusive, 288.270 and 288.280,* unless the context otherwise
19 requires, the words and terms defined in NRS 288.025 to 288.075,
20 inclusive, have the meanings ascribed to them in those sections.

21 **Sec. 46.** NRS 288.080 is hereby amended to read as follows:
22 288.080 1. The ~~[Local]~~ Government Employee-Management
23 Relations Board is hereby created, consisting of five members,
24 broadly representative of the public and not closely allied with any
25 employee organization ~~[or]~~, *any labor organization, the Executive*
26 *Department or any* local government employer . ~~[, not]~~

27 2. *Not* more than three of ~~[whom]~~ *the members of the Board*
28 may be members of the same political party, and at least three of
29 ~~[whom]~~ *the members* must reside in southern Nevada. The term of
30 office of each member is 4 years.

31 ~~[2.]~~ 3. The Governor shall appoint the ~~[2.]~~ 3 of the Board.

32 **Sec. 47.** (Deleted by amendment.)

33 **Sec. 48.** NRS 288.110 is hereby amended to read as follows:

34 288.110 1. The Board may make rules governing:

35 (a) Proceedings before it;

36 (b) Procedures for fact-finding;

37 (c) The recognition , *as defined in NRS 288.067,* of employee
38 organizations; ~~[and]~~

39 (d) *The designation of the exclusive representative of a*
40 *bargaining unit in accordance with the provisions of sections 30,*
41 *31 and 32 of this act; and*

42 (e) The determination of bargaining units.

43 2. The Board may hear and determine any complaint arising
44 out of the interpretation of, or performance under, the provisions of
45 this chapter by *the Executive Department,* any local government



1 employer, *any employee, as defined in section 19 of this act, any*
2 local government employee ~~[or]~~, *any* employee organization ~~[]~~ *or*
3 *any labor organization*. Except as otherwise provided in this
4 subsection and NRS 288.115 and 288.280, *and section 27 of this*
5 *act*, the Board shall conduct a hearing within 180 days after it
6 decides to hear a complaint. If a complaint alleges a violation of
7 paragraph (e) of subsection 1 of NRS 288.270, ~~[or]~~ paragraph (b) of
8 subsection 2 of ~~[that section.]~~ *NRS 288.270, paragraph (a)*
9 *of subsection 1 of section 26 of this act or paragraph (b) of*
10 *subsection 2 of section 26 of this act*, the Board shall conduct a
11 hearing not later than 45 days after it decides to hear the complaint,
12 unless the parties agree to waive this requirement. The Board, after a
13 hearing, if it finds that the complaint is well taken, may order any
14 person *or entity* to refrain from the action complained of or to
15 restore to the party aggrieved any benefit of which the party has
16 been deprived by that action. Except when an expedited hearing is
17 conducted pursuant to NRS 288.115, the Board shall issue its
18 decision within 120 days after the hearing on the complaint is
19 completed.

20 3. Any party aggrieved by the failure of any person to obey an
21 order of the Board issued pursuant to subsection 2, or the Board at
22 the request of such a party, may apply to a court of competent
23 jurisdiction for a prohibitory or mandatory injunction to enforce the
24 order.

25 4. The Board may not consider any complaint or appeal filed
26 more than 6 months after the occurrence which is the subject of the
27 complaint or appeal.

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

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

32 (b) Upon agreement of all the parties.

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

35 7. *As used in this section, "bargaining unit" has the meaning*
36 *ascribed to it in NRS 288.028 or section 17 of this act.*

37 **Sec. 49.** NRS 288.250 is hereby amended to read as follows:

38 288.250 1. If a strike is commenced or continued in violation
39 of an order issued pursuant to NRS 288.240, the court may:

40 (a) Punish ~~[the]~~ *each* employee organization or ~~[organizations]~~
41 *labor organization* guilty of such violation by a fine of not more
42 than \$50,000 against each *employee organization or labor*
43 organization for each day of continued violation.

44 (b) Punish any officer of an employee organization *or labor*
45 *organization* who is wholly or partly responsible for such violation



1 by a fine of not more than \$1,000 for each day of continued
2 violation, or by imprisonment as provided in NRS 22.110.

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

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

8 **Sec. 49.5.** NRS 218D.175 is hereby amended to read as
9 follows:

10 218D.175 1. ~~For~~ *Except as otherwise provided in*
11 *subsection 2, for* a regular session, the Governor or the Governor's
12 designated representative may request the drafting of not more than
13 110 legislative measures which have been approved by the
14 Governor or the Governor's designated representative on behalf of
15 the officers, agencies, boards, commissions, departments and other
16 units of the Executive Department. The requests must be submitted
17 to the Legislative Counsel on or before August 1 preceding the
18 regular session.

19 2. *The Governor or the Governor's designated representative*
20 *may request at any time before or during a regular session,*
21 *without limitation, the drafting of as many legislative measures as*
22 *are necessary to carry out the provisions of sections 15 to 44,*
23 *inclusive, of this act.*

24 3. The Director of the Office of Finance may request on or
25 before the 19th day of a regular session, without limitation, the
26 drafting of as many legislative measures as are necessary to
27 implement the budget proposed by the Governor and to provide for
28 the fiscal management of the State. In addition to the requests
29 otherwise authorized pursuant to this section, the Governor may
30 request the drafting of not more than 5 legislative measures on or
31 before the 19th day of a regular session to propose the Governor's
32 legislative agenda.

33 ~~3.~~ 4. For a regular session, the following constitutional
34 officers may request, without the approval of the Governor or the
35 Governor's designated representative, the drafting of not more than
36 the following numbers of legislative measures, which must be
37 submitted to the Legislative Counsel on or before September 1
38 preceding the regular session:

39		
40	Lieutenant Governor.....	3
41	Secretary of State.....	6
42	State Treasurer.....	5
43	State Controller.....	5
44	Attorney General	20



1 ~~4.~~ 5. In addition to the requests authorized by subsection ~~3.~~
2 4, the Secretary of State may request, without the approval of the
3 Governor or the Governor's designated representative, the drafting
4 of not more than 2 legislative measures, which must be submitted to
5 the Legislative Counsel on or before December 31 preceding the
6 regular session.

7 ~~5.~~ 6. Each request made pursuant to this section must be on a
8 form prescribed by the Legislative Counsel. The legislative
9 measures requested pursuant to subsections 1 and ~~3.~~ 4 must be
10 prefiled on or before the third Wednesday in November preceding
11 the regular session. A legislative measure that is not prefiled on or
12 before that day shall be deemed withdrawn.

13 **Sec. 50.** NRS 241.016 is hereby amended to read as follows:

14 241.016 1. The meetings of a public body that are quasi-
15 judicial in nature are subject to the provisions of this chapter.

16 2. The following are exempt from the requirements of this
17 chapter:

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

19 (b) Judicial proceedings, including, without limitation,
20 proceedings before the Commission on Judicial Selection and,
21 except as otherwise provided in NRS 1.4687, the Commission on
22 Judicial Discipline.

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

26 3. Any provision of law, including, without limitation, NRS
27 91.270, 219A.210, 228.495, 239C.140, 281A.350, 281A.690,
28 281A.735, 281A.760, 284.3629, 286.150, 287.0415, 287.04345,
29 287.338, 288.220, 289.387, 295.121, 360.247, 388.261, 388A.495,
30 388C.150, 388G.710, 388G.730, 392.147, 392.467, 394.1699,
31 396.3295, 433.534, 435.610, 463.110, 622.320, 622.340, 630.311,
32 630.336, 631.3635, 639.050, 642.518, 642.557, 686B.170,
33 696B.550, 703.196 and 706.1725, *and section 44 of this act*, which:

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

36 (b) Otherwise authorizes or requires a closed meeting, hearing
37 or proceeding,

38 ↪ prevails over the general provisions of this chapter.

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



Sec. 51. NRS 597.995 is hereby amended to read as follows:

597.995 1. Except as otherwise provided in subsection 3, an agreement which includes a provision which requires a person to submit to arbitration any dispute arising between the parties to the agreement must include specific authorization for the provision which indicates that the person has affirmatively agreed to the provision.

2. If an agreement includes a provision which requires a person to submit to arbitration any dispute arising between the parties to the agreement and the agreement fails to include the specific authorization required pursuant to subsection 1, the provision is void and unenforceable.

3. The provisions of this section do not apply to an agreement that is a collective bargaining agreement. As used in this subsection, "collective bargaining" has the meaning ascribed to it in ~~NRS 288.033.~~ *section 8 of this act.*

Sec. 52. (Deleted by amendment.)

Sec. 53. 1. As soon as practicable after the effective date of this act but not later than August 1, 2019, the Division of Human Resource Management in the Department of Administration shall submit to the Government Employee-Management Relations Board created by NRS 288.080, as amended by section 46 of this act, a recommendation for the establishment of bargaining units pursuant to section 29 of this act and for all job classifications within each bargaining unit.

2. Upon receipt of the recommendation submitted pursuant to subsection 1, the Board shall make the recommendation available to the public. Within 20 days after the recommendation is made available, any labor organization may file with the Board an objection to the report.

3. At least 21 days after the receipt of the recommendation, the Board shall hold a hearing on the recommendation. Any labor organization that filed an objection pursuant to subsection 2 is entitled to be heard and present evidence at the hearing.

4. After the hearing conducted pursuant to subsection 3, the Board shall adopt regulations establishing bargaining units pursuant to section 29 of this act.

5. A labor organization must not be designated an exclusive representative until the Board has adopted regulations pursuant to subsection 4.

6. As used in this section:

(a) "Bargaining unit" has the meaning ascribed to it in section 17 of this act.

(b) "Labor organization" has the meaning ascribed to it in section 12 of this act.



1 **Sec. 53.5.** 1. Before November 1, 2020, a labor organization,
2 as defined in section 12 of this act, that has not been designated an
3 exclusive representative of a bargaining unit in accordance with
4 sections 30, 31 and 32 of this act shall not file a complaint pursuant
5 to section 27 of this act unless such complaint is related to the
6 ability of the labor organization to be designated an exclusive
7 representative.

8 2. As used in this section:

9 (a) "Bargaining unit" has the meaning ascribed to it in section
10 17 of this act.

11 (b) "Exclusive representative" has the meaning ascribed to it in
12 section 20 of this act.

13 **Sec. 54.** NRS 288.030, 288.033, 288.034, 288.045, 288.063
14 and 288.070 are hereby repealed.

15 **Sec. 55.** This act becomes effective upon passage and
16 approval.

LEADLINES OF REPEALED SECTIONS

- 288.030 "Board" defined.
- 288.033 "Collective bargaining" defined.
- 288.034 "Commissioner" defined.
- 288.045 "Fact-finding" defined.
- 288.063 "Mediation" defined.
- 288.070 "Strike" defined.



