

SENATE BILL NO. 459—COMMITTEE ON GOVERNMENT AFFAIRS

MARCH 25, 2019

Referred to Committee on Government Affairs

SUMMARY—Provides for collective bargaining by certain state employees. (BDR 23-536)

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 the recognition of employee organizations; providing for the establishment of bargaining units and the designation of bargaining agents; establishing procedures for collective bargaining and for making collective bargaining agreements; prohibiting certain unfair labor practices; and providing other matters properly relating thereto.

**Legislative Counsel’s Digest:**

Title 23 of NRS governs public employment. This bill authorizes collective bargaining between the State and certain state employees. **Section 17** of this bill defines the term “employee” for the purposes of this bill to mean a person who is employed by the Executive Department of State Government. **Section 17** excludes from this definition, among others, classified employees and, with certain exceptions, unclassified employees.

**Sections 1, 48 and 49** of this bill expand the powers and duties of the Local Government Employee-Management Relations Board to include hearing and deciding disputes between the State and certain state employees. **Section 47** of this bill changes the name of the Local Government Employee-Management Relations Board to the Government Employee-Management Relations Board to conform to this change in duties.

Existing law requires the Local Government Employee-Management Relations Board annually to assess a fee for the support of the Board against each local government employer. (NRS 288.105) **Section 22** of this bill additionally requires the newly created Government Employee-Management Relations Board annually to assess a similar fee against each entity of the Executive Department.



18 **Section 23** of this bill authorizes certain state employees to organize and form  
19 employee organizations or refrain from engaging in that activity. **Section 24** of this  
20 bill requires the Executive Department to engage in collective bargaining with the  
21 recognized employee organization, if any, for each bargaining unit, if any, among  
22 its employees and sets forth the subject matters within the scope of such collective  
23 bargaining. **Section 25** of this bill provides for the recognition of an employee  
24 organization by the Executive Department and sets forth the conditions under  
25 which the Executive Department is authorized to withdraw that recognition.  
26 **Sections 26-28** of this bill establish procedures for elections ordered by the Board  
27 to determine membership support for an employee organization or designate a  
28 bargaining agent. **Section 31** of this bill provides for the creation and organization  
29 of bargaining units.

30 **Sections 29 and 30** of this bill require the Executive Department and each  
31 recognized employee organization to file certain reports with the Board annually.  
32 **Section 32** of this bill establishes certain rights of employee organizations.

33 **Section 33** of this bill sets forth certain time frames in which the Executive  
34 Department and an employee organization are required to engage in collective  
35 bargaining. **Sections 34 and 36-39** of this bill provide for mediation and fact  
36 finding in the event of a dispute between the Executive Department and an  
37 employee organization. **Sections 41 and 50** of this bill provide that certain  
38 meetings convened for the purpose of collective bargaining and resolving disputes  
39 relating to collective bargaining are exempt from the provisions of existing law  
40 requiring open and public meeting of public bodies. **Section 42** of this bill prohibits  
41 certain unfair labor practices in the context of collective bargaining. **Sections 4-11,**  
42 **45 and 56** of this bill reorganize certain definitions in chapter 288 of NRS to  
43 conform to changes made in this bill.

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

1 **Section 1.** NRS 281.755 is hereby amended to read as follows:  
2 281.755 1. Except as otherwise provided in subsections 2 and  
3 5, a public body shall provide an employee who is the mother of a  
4 child under 1 year of age with:

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

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

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



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

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

6 (b) Taken any action to require the public body to comply with  
7 the requirements of this section, including, without limitation, filing  
8 a complaint, testifying, assisting or participating in any manner in an  
9 investigation, proceeding or hearing to enforce the provisions of this  
10 section.

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

13 (a) If the employee is employed by the Executive Department of  
14 State Government and is not an employee of an entity described in  
15 NRS 284.013 ~~§~~ *and is not an employee in a bargaining unit*  
16 *pursuant to sections 12 to 43, inclusive, of this act*, file a complaint  
17 with the Employee-Management Committee in accordance with the  
18 procedures provided pursuant to NRS 284.384;

19 (b) If the employee is employed by the Legislative Department  
20 of State Government, file a complaint with the Director of the  
21 Legislative Counsel Bureau;

22 (c) If the employee is employed by the Judicial Department of  
23 State Government, file a complaint with the Court Administrator;  
24 and

25 (d) If the employee is employed by a political subdivision of this  
26 State or any public or quasi-public corporation organized under the  
27 laws of this State ~~§~~ *or if the employee is employed by the*  
28 *Executive Department of State Government and is an employee in*  
29 *a bargaining unit pursuant to sections 12 to 43, inclusive, of this*  
30 *act*, file a complaint with the ~~Local~~ Government Employee-  
31 Management Relations Board in the manner set forth in  
32 NRS 288.115.

33 5. The requirements of this section do not apply to the  
34 Department of Corrections. The Department is encouraged to  
35 comply with the provisions of this section to the extent practicable.

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

37 (a) The State of Nevada, or any agency, instrumentality or  
38 corporation thereof;

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

40 (c) Any political subdivision of this State or any public or quasi-  
41 public corporation organized under the laws of this State, including,  
42 without limitation, counties, cities, unincorporated towns, school  
43 districts, charter schools, hospital districts, irrigation districts and  
44 other special districts.



1       **Sec. 2.** NRS 284.013 is hereby amended to read as follows:  
2       284.013 1. Except as otherwise provided in subsection 4, this  
3 chapter does not apply to:

4       (a) Agencies, bureaus, commissions, officers or personnel in the  
5 Legislative Department or the Judicial Department of State  
6 Government, including the Commission on Judicial Discipline;

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

11       (c) Officers or employees of any agency of the Executive  
12 Department of the State Government who are exempted by specific  
13 statute.

14       2. Except as otherwise provided in subsection 3, the terms and  
15 conditions of employment of all persons referred to in subsection 1,  
16 including salaries not prescribed by law and leaves of absence,  
17 including, without limitation, annual leave and sick and disability  
18 leave, must be fixed by the appointing or employing authority  
19 within the limits of legislative appropriations or authorizations.

20       3. Except as otherwise provided in this subsection, leaves of  
21 absence prescribed pursuant to subsection 2 must not be of lesser  
22 duration than those provided for other state officers and employees  
23 pursuant to the provisions of this chapter. The provisions of this  
24 subsection do not govern the Legislative Commission with respect  
25 to the personnel of the Legislative Counsel Bureau.

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

32       5. *To the extent that they are inconsistent or otherwise in*  
33 *conflict, the provisions of this chapter do not apply to any terms*  
34 *and conditions of employment that are properly within the scope*  
35 *of and subject to the provisions of a collective bargaining*  
36 *agreement that is enforceable pursuant to the provisions of*  
37 *sections 12 to 43, inclusive, of this act.*

38       **Sec. 3.** Chapter 288 of NRS is hereby amended by adding  
39 thereto the provisions set forth as sections 4 to 43, inclusive, of this  
40 act.

41       **Sec. 4.** *As used in this chapter, unless the context otherwise*  
42 *requires, the words and terms defined in NRS 288.040, 288.050,*  
43 *288.060 and sections 5 to 11, inclusive, of this act have the*  
44 *meanings ascribed to them in those sections.*



1     **Sec. 5.** *“Board” means the Government Employee-*  
2 *Management Relations Board created by NRS 288.080.*

3     **Sec. 6.** *“Collective bargaining” means a method of*  
4 *determining conditions of employment by negotiation between*  
5 *representatives of the Executive Department or a local government*  
6 *employer and an employee organization, entailing a mutual*  
7 *obligation of the Executive Department or local government*  
8 *employer, as applicable, and the representative of the state or local*  
9 *government employees to meet at reasonable times and bargain in*  
10 *good faith with respect to:*

11     1. *Wages, hours and other terms and conditions of*  
12 *employment;*

13     2. *The negotiation of an agreement;*

14     3. *The resolution of any question arising under a negotiated*  
15 *agreement; or*

16     4. *The execution of a written contract incorporating any*  
17 *agreement reached if requested by either party,*

18     ↳ *but this obligation does not compel either party to agree to a*  
19 *proposal or require the making of a concession.*

20     **Sec. 7.** *“Commissioner” means the Commissioner appointed*  
21 *by the Board pursuant to NRS 288.090.*

22     **Sec. 8.** *“Executive Department” means an agency, board,*  
23 *bureau, commission, department, division, elected officer or any*  
24 *other unit of the Executive Department of State Government.*

25     **Sec. 9.** *“Fact-finding” means the formal procedure by which*  
26 *an investigation of a labor dispute is conducted by a person at*  
27 *which:*

28     1. *Evidence is presented; and*

29     2. *A written report is issued by the fact finder describing the*  
30 *issues involved and setting forth recommendations for settlement*  
31 *which may or may not be binding as provided in NRS 288.200 or*  
32 *section 36 of this act.*

33     **Sec. 10.** *“Mediation” means assistance by an impartial third*  
34 *party to reconcile differences between the Executive Department*  
35 *or a local government employer and a bargaining agent through*  
36 *interpretation, suggestion and advice.*

37     **Sec. 11.** *“Strike” means any concerted:*

38     1. *Stoppage of work, slowdown or interruption of operations*  
39 *by employees of the State of Nevada or local government*  
40 *employees;*

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

44     3. *Interruption of the operations of the State of Nevada or*  
45 *any local government employer by any employee organization.*



1     **Sec. 12.** *As used in sections 12 to 43, inclusive, of this act,*  
2 *unless the context otherwise requires, the words and terms defined*  
3 *in sections 13 to 20, inclusive, of this act have the meanings*  
4 *ascribed to them in those sections.*

5     **Sec. 13.** *“Arbitration” means a process of dispute resolution*  
6 *where the parties involved in an impasse or grievance dispute*  
7 *submit their dispute to a third party for a final and binding*  
8 *decision.*

9     **Sec. 14.** *“Bargaining agent” means an employee*  
10 *organization recognized by the Executive Department or*  
11 *designated by the Board as the exclusive representative of all*  
12 *employees in the bargaining unit for purposes of collective*  
13 *bargaining.*

14     **Sec. 15.** *“Bargaining unit” means a group of employees*  
15 *recognized by the Executive Department as having sufficient*  
16 *community of interest appropriate for representation by an*  
17 *employee organization for the purpose of collective bargaining.*

18     **Sec. 16.** *“Confidential employee” means an employee who*  
19 *provides administrative support to an employee who assists in the*  
20 *formulation, determination and effectuation of personnel policies*  
21 *or managerial policies concerning collective bargaining.*

22     **Sec. 17.** *1. “Employee” means a person who is employed by*  
23 *the Executive Department.*

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

25     **(a)** *A local government employee;*

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

28     **(c)** *A person who is employed by the Public Employees’*  
29 *Retirement System and is required to be paid in accordance with*  
30 *the pay plan for the classified service of the State;*

31     **(d)** *A person who serves at the pleasure of the Executive*  
32 *Department and whose employment may be terminated at any time*  
33 *without contractual restriction or notice;*

34     **(e)** *An elected official or any person appointed to fill a vacancy*  
35 *in an elected office;*

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

38     **(g)** *A managerial employee;*

39     **(h)** *A confidential employee;*

40     **(i)** *A temporary employee who is employed for a fixed period of*  
41 *4 months or less;*

42     **(j)** *A commissioned officer or an enlisted member of the*  
43 *Nevada National Guard; or*

44     **(k)** *An independent contractor, as defined in NRS 286.045.*



1       **Sec. 18.** *“Grievance” means an act, omission or occurrence*  
2 *that an employee or a bargaining agent believes to be an injustice*  
3 *relating to any condition arising out of the relationship between*  
4 *an employer and an employee, including, without limitation,*  
5 *working hours, working conditions, membership in an*  
6 *organization of employees or the interpretation of any law,*  
7 *regulation or agreement.*

8       **Sec. 19. 1.** *“Managerial employee” means an employee*  
9 *whose primary function is to administer and control the business*  
10 *of any agency, board, bureau, commission, department, division,*  
11 *elected officer or any other unit of the Executive Department and*  
12 *who is vested with discretion and independent judgment with*  
13 *regard to the general conduct and control of that agency, board,*  
14 *bureau, commission, department, division, elected officer or unit.*

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

16       (a) *A chief administrative officer, the chief administrative*  
17 *officer’s deputy and immediate assistants, department heads, their*  
18 *deputies and immediate assistants, attorneys, appointed officials*  
19 *and others who are primarily responsible for formulating and*  
20 *administering management policy and programs; and*

21       (b) *Certain employees of the Nevada System of Higher*  
22 *Education including, without limitation:*

23       (1) *The Chancellor of the System, presidents, provosts and*  
24 *deans;*

25       (2) *Vice, associate and assistant presidents, provosts and*  
26 *deans; and*

27       (3) *Other employees who are primarily responsible for*  
28 *formulating and administering management policy and programs.*

29       3. *With respect to employees of the Nevada System of Higher*  
30 *Education, an employee shall not be deemed a managerial*  
31 *employee solely because the employee participates in decisions*  
32 *with respect to courses, curriculum, personnel or other matters of*  
33 *educational policy. A chair or head of a department or similar*  
34 *academic unit or program who performs the foregoing duties*  
35 *primarily on behalf of the members of the academic unit or*  
36 *program shall not be deemed a managerial employee solely*  
37 *because of those duties.*

38       **Sec. 20.** *“Recognition” or “recognized” means the formal*  
39 *acknowledgment by the Executive Department that a particular*  
40 *employee organization has the right to represent the employees*  
41 *within a particular bargaining unit.*

42       **Sec. 21. 1.** *The Legislature hereby finds and declares that*  
43 *there is a great need to:*

44       (a) *Promote orderly and constructive relations between the*  
45 *Executive Department and its employees; and*



1       (b) *Increase the efficiency of the Executive Department.*

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

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

7       (b) *Requiring the Executive Department to recognize employee*  
8 *organizations and to negotiate wages, hours and other terms and*  
9 *conditions of employment with employee organizations that*  
10 *represent state employees and to enter into written agreements*  
11 *evidencing the result of collective bargaining; and*

12       (c) *Establishing standards and procedures that protect the*  
13 *rights of employees, the Executive Department and the people of*  
14 *the State.*

15       3. *The Legislature further finds and declares that:*

16       (a) *Joint decision making and consultation between*  
17 *administration and faculty or academic employees is a long-*  
18 *accepted manner of governing institutions of higher education;*

19       (b) *It is a purpose of the provisions of sections 12 to 43,*  
20 *inclusive, of this act to preserve and encourage that practice; and*

21       (c) *The provisions of sections 12 to 43, inclusive, of this act are*  
22 *not intended to restrict, limit or prohibit the full exercise of the*  
23 *functions of faculty in any shared governance mechanism or*  
24 *practice, including, without limitation, the establishment of faculty*  
25 *senates and the principle of peer review of appointment, retention*  
26 *and tenure for faculty in an institution of higher education.*

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

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

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

42       4. *The Executive Department may not receive a reduction in*  
43 *the amount of the fee imposed pursuant to subsection 1 or a*  
44 *refund of that amount if an employee is not employed for a full*





1 *calendar year. The fee must be imposed whether or not the*  
2 *employee is a member of an employee organization.*

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

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

9 **Sec. 23.** *1. For the purposes of collective bargaining and*  
10 *other mutual aid or protection, every employee has the right to:*

11 *(a) Organize, form, join and assist employee organizations,*  
12 *engage in collective bargaining through bargaining agents and*  
13 *engage in other concerted activities; and*

14 *(b) Refrain from engaging in such activity.*

15 *2. The recognition of an employee organization for*  
16 *negotiation, pursuant to the provisions of sections 12 to 43,*  
17 *inclusive, of this act, does not preclude any employee who is not a*  
18 *member of that employee organization from acting for himself or*  
19 *herself with respect to any condition of his or her employment, but*  
20 *any action taken on a request or in adjustment of a grievance must*  
21 *be consistent with the terms of an applicable negotiated*  
22 *agreement, if any.*

23 *3. The following persons may not be a member of a*  
24 *bargaining unit:*

25 *(a) A managerial employee.*

26 *(b) A confidential employee.*

27 *(c) A supervisory employee described in paragraph (b) of*  
28 *subsection 1 of NRS 288.075, including, without limitation,*  
29 *appointed officials who are primarily responsible for formulating*  
30 *and administering management, policy and programs.*

31 **Sec. 24.** *1. The Executive Department shall negotiate in*  
32 *good faith through one or more representatives of its own*  
33 *choosing concerning the mandatory subjects of bargaining set*  
34 *forth in subsection 2 with the designated representatives of the*  
35 *recognized employee organization, if any, for each appropriate*  
36 *bargaining unit among its employees. If either party so requests,*  
37 *agreements reached must be reduced to writing.*

38 *2. The scope of mandatory bargaining is limited to:*

39 *(a) Salary or wage rates or other forms of direct monetary*  
40 *compensation.*

41 *(b) Sick leave.*

42 *(c) Vacation leave.*

43 *(d) Holidays.*

44 *(e) Maternity or paternity leave and family medical leave.*



1 (f) *Other paid or nonpaid leaves of absence consistent with the*  
2 *provisions of sections 12 to 43, inclusive, of this act.*

3 (g) *Insurance and healthcare benefits.*

4 (h) *Total hours of work required of an employee on each*  
5 *workday or workweek.*

6 (i) *Total number of days' work required of an employee in a*  
7 *work year.*

8 (j) *Discharge and disciplinary procedures.*

9 (k) *Recognition clause.*

10 (l) *The method used to classify employees in the bargaining*  
11 *unit.*

12 (m) *Deduction of dues for the recognized employee*  
13 *organization.*

14 (n) *Protection of employees in the bargaining unit from*  
15 *discrimination because of participation in recognized employee*  
16 *organizations consistent with the provisions of sections 12 to 43,*  
17 *inclusive, of this act.*

18 (o) *No-strike provisions consistent with the provisions of*  
19 *sections 12 to 43, inclusive, of this act.*

20 (p) *Grievance and arbitration procedures for resolution of*  
21 *disputes relating to interpretation or application of collective*  
22 *bargaining agreements.*

23 (q) *General savings clauses.*

24 (r) *Duration of collective bargaining agreements.*

25 (s) *Safety of the employee.*

26 (t) *Academic freedom.*

27 (u) *Shared governance in academic institutions.*

28 (v) *Facilities for employees who are faculty members of the*  
29 *Nevada System of Higher Education to meet with students.*

30 (w) *Policies for the transfer and reassignment of employees.*

31 (x) *Procedures for reduction or addition in workforce*  
32 *consistent with the provisions of sections 12 to 43, inclusive, of*  
33 *this act.*

34 3. *Those subject matters which are not within the scope of*  
35 *mandatory bargaining and which are reserved to the Executive*  
36 *Department without negotiation include:*

37 (a) *The right to hire, direct, assign or transfer an employee,*  
38 *but excluding the right to assign or transfer an employee as a form*  
39 *of discipline.*

40 (b) *The right to reduce in force or lay off any employee*  
41 *because of lack of work or lack of money, subject to paragraph (x)*  
42 *of subsection 2.*

43 (c) *The right to determine:*

44 (1) *Appropriate staffing levels and work performance*  
45 *standards, except for safety considerations;*



1 (2) *The content of the workday, including, without*  
2 *limitation, workload factors, except for safety considerations;*

3 (3) *The quality and quantity of services to be offered to the*  
4 *public; and*

5 (4) *The means and methods of offering those services.*

6 (d) *Safety of the public.*

7 4. *The provisions of sections 12 to 43, inclusive, of this act,*  
8 *including, without limitation, the provisions of this section,*  
9 *recognize and declare the ultimate right and responsibility of the*  
10 *Executive Department to manage its operation in the most*  
11 *efficient manner consistent with the best interests of the public*  
12 *and its employees.*

13 5. *This section does not preclude, but the provisions of*  
14 *sections 12 to 43, inclusive, of this act do not require, the*  
15 *Executive Department to negotiate subject matters enumerated in*  
16 *subsection 3 which are outside the scope of mandatory bargaining.*  
17 *The Executive Department shall discuss subject matters outside*  
18 *the scope of mandatory bargaining but it is not required to*  
19 *negotiate those matters.*

20 **Sec. 25.** 1. *An employee organization may apply to the*  
21 *Executive Department for recognition by presenting:*

22 (a) *A copy of its constitution and bylaws, if any;*

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

24 (c) *A pledge in writing not to strike against the Executive*  
25 *Department under any circumstances.*

26 ↪ *The Executive Department shall not recognize as representative*  
27 *of its employees any employee organization which has not*  
28 *adopted, in a manner valid under its own rules, the pledge*  
29 *required by paragraph (c).*

30 2. *If an employee organization, at or after the time of its*  
31 *application for recognition, presents a verified membership list or*  
32 *other evidence showing that the employee organization represents*  
33 *more than 50 percent of the employees in a bargaining unit, and if*  
34 *the employee organization is recognized by the Executive*  
35 *Department, it shall be deemed the bargaining agent of the*  
36 *employees in that bargaining unit.*

37 3. *If it first receives the written permission of the Board, the*  
38 *Executive Department may withdraw recognition from an*  
39 *employee organization that:*

40 (a) *Fails to present a copy of each change in its constitution or*  
41 *bylaws, if any, or to give notice of any change in the roster of its*  
42 *officers, if any, and representatives;*

43 (b) *Disavows its pledge not to strike against the Executive*  
44 *Department under any circumstances;*



1 (c) Ceases to be supported by more than 50 percent of the  
2 employees in the bargaining unit for which it is recognized; or

3 (d) Fails to negotiate in good faith with the Executive  
4 Department.

5 **Sec. 26.** 1. If the Board in good faith doubts whether any  
6 employee organization is supported by more than 50 percent of the  
7 employees in a particular bargaining unit, it may conduct an  
8 election by secret ballot upon the question. Subject to judicial  
9 review, the decision of the Board is binding upon the Executive  
10 Department and all employee organizations involved.

11 2. If no employee organization is designated as the  
12 bargaining agent of a bargaining unit, the Board shall order an  
13 election to be conducted within the bargaining unit if:

14 (a) An employee organization files with the Board a written  
15 request for an election which includes a list of its membership or  
16 other evidence showing that it represents at least 30 percent but  
17 not more than 50 percent of the employees within the bargaining  
18 unit; and

19 (b) No other election to choose, change or discontinue  
20 representation has been conducted within the bargaining unit  
21 during the immediately preceding 12 months.

22 3. If an employee organization has been designated or  
23 recognized as the bargaining agent of a bargaining unit pursuant  
24 to subsection 1 or section 25 of this act, the Board shall order an  
25 election:

26 (a) If either:

27 (1) Another employee organization files with the Board a  
28 written request for an election which includes a list of its  
29 membership or other evidence showing that the employee  
30 organization represents at least 50 percent of the employees within  
31 the bargaining unit; or

32 (2) A group of employees within the bargaining unit files  
33 with the Board a written request for an election which includes a  
34 list or other evidence showing that more than 50 percent of the  
35 employees within the bargaining unit have requested that an  
36 election be conducted to change or discontinue representation;

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

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

44 4. The Executive Department and an employee organization  
45 may agree in writing, without appealing to the Board, to hold a



1 *representative election to determine whether an employee*  
2 *organization represents at least 50 percent of the employees in a*  
3 *bargaining unit. Participation by the Board and its staff in an*  
4 *agreed election is subject to the approval of the Board.*

5 **Sec. 27. 1.** *If the Board orders an election within a*  
6 *bargaining unit pursuant to section 26 of this act, the Board shall*  
7 *order that each of the following be placed as a choice on the ballot*  
8 *for the election:*

9 (a) *If applicable, the employee organization that requested the*  
10 *election pursuant to section 26 of this act;*

11 (b) *If applicable, the employee organization that is presently*  
12 *designated as the bargaining agent of the bargaining unit;*

13 (c) *Any other employee organization that, on or before the date*  
14 *that is prescribed by the rules adopted by the Board, files with the*  
15 *Board a written request to be placed on the ballot for the election*  
16 *and includes with the written request a list of its membership or*  
17 *other evidence showing that the employee organization represents*  
18 *at least 30 percent of the employees within the bargaining unit;*  
19 *and*

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

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

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

30 4. *If an employee organization receives a majority of the*  
31 *votes cast at the initial election or at any runoff election, the*  
32 *Board shall designate the employee organization as the bargaining*  
33 *agent of the bargaining unit.*

34 **Sec. 28. 1.** *The Board shall preside over all elections that*  
35 *are conducted pursuant to section 26 of this act and shall*  
36 *determine the eligibility requirements for employees to vote in any*  
37 *such election.*

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

44 3. *In response to a written objection filed pursuant to*  
45 *subsection 2 or upon its own motion, the Board may invalidate the*



1 *results of an election and order a new election if the Board finds*  
2 *that any conduct or circumstances raise substantial doubt that the*  
3 *results of the election are reliable.*

4 **Sec. 29.** *The Executive Department shall, on or before*  
5 *November 30 of each year, file with the Board a list of all*  
6 *employee organizations recognized by the Executive Department*  
7 *and a description of the bargaining unit for each employee*  
8 *organization.*

9 **Sec. 30.** *1. Each employee organization recognized by the*  
10 *Executive Department shall file a report with the Board during*  
11 *November of each year.*

12 *2. The report required by this section shall include:*

13 *(a) The full name of the employee organization.*

14 *(b) The name of the entity of the Executive Department which*  
15 *recognizes the employee organization.*

16 *(c) The names of the officers of the employee organization.*

17 *(d) The total number of persons in each bargaining unit*  
18 *represented by the employee organization.*

19 *(e) Copies of all changes in the employee organization's*  
20 *constitution or bylaws adopted during the preceding year.*

21 *(f) The name, address and telephone number of the person*  
22 *designated by the employee organization to receive*  
23 *communications from the Board on business relating to the*  
24 *employee organization.*

25 *(g) A copy of any collective bargaining agreement in effect*  
26 *between the employee organization and the Executive Department.*

27 **3.** *An employee organization which has not previously been*  
28 *recognized by the Executive Department shall file the information*  
29 *required by this section within 30 days after recognition.*

30 **Sec. 31.** *1. The Executive Department shall determine,*  
31 *after consultation with each employee organization the Executive*  
32 *Department has recognized, which group or groups of its*  
33 *employees constitute an appropriate unit or units for negotiating.*  
34 *The primary criterion for that determination must be the*  
35 *community of interest among the employees concerned.*

36 **2.** *A managerial employee must be excluded from any*  
37 *bargaining unit.*

38 **3.** *A supervisory employee as described in paragraph (a) of*  
39 *subsection 1 of NRS 288.075 must not be a member of the same*  
40 *bargaining unit as the employees under the direction of that*  
41 *supervisory employee. Any dispute between the parties as to*  
42 *whether an employee is a supervisor must be submitted to the*  
43 *Board. An employee organization which is negotiating on behalf*  
44 *of two or more bargaining units may select members of the units*



1 *to negotiate jointly on behalf of each other, even if one of the units*  
2 *consists of supervisory employees and the other unit does not.*

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

7 *5. If any employee organization is aggrieved by the*  
8 *determination of a bargaining unit, it may appeal to the Board.*  
9 *Subject to judicial review, the decision of the Board is binding*  
10 *upon the Executive Department and employee organizations*  
11 *involved. The Board shall apply the same criterion as specified in*  
12 *subsection 1.*

13 **Sec. 32.** *Subject to such reasonable regulations as the Board*  
14 *may prescribe:*

15 *1. An employee organization shall have the right to:*

16 *(a) At reasonable times, access areas in which employees*  
17 *work;*

18 *(b) Use bulletin boards, mailboxes, electronic mail and other*  
19 *means of communication to communicate with employees at their*  
20 *workplace; and*

21 *(c) At reasonable times, use the facilities of a workplace for the*  
22 *purpose of meetings concerned with the exercise of any rights*  
23 *guaranteed under the provisions of sections 12 to 43, inclusive, of*  
24 *this act.*

25 *2. A reasonable number of employees who are representatives*  
26 *of a bargaining agent shall have the right to receive reasonable*  
27 *periods of leave with no loss of pay to engage in meetings for the*  
28 *purposes of negotiation with the Executive Department,*  
29 *processing grievances and to represent employees during*  
30 *disciplinary, investigatory, grievance or other personnel*  
31 *proceedings.*

32 *3. A representative of an employee organization shall have*  
33 *the right to assist, advise or represent an employee during a*  
34 *disciplinary, investigatory, grievance or other personnel*  
35 *proceeding if the employee has chosen to be represented by the*  
36 *employee organization and:*

37 *(a) The employee organization is the bargaining agent of the*  
38 *bargaining unit of the employee; or*

39 *(b) The employee is not a member of a bargaining unit with a*  
40 *bargaining agent.*

41 **Sec. 33.** *1. Whenever an employee organization desires to*  
42 *negotiate concerning any matter which is subject to negotiation*  
43 *pursuant to the provisions of sections 12 to 43, inclusive, of this*  
44 *act, it shall give written notice of that desire to the Executive*  
45 *Department. If the subject of negotiation requires the budgeting of*





1 *money by the Executive Department, the employee organization*  
2 *shall give notice at least 180 days prior to the beginning of the*  
3 *next fiscal year.*

4 *2. Following the notification provided for in subsection 1, the*  
5 *employee organization or the Executive Department may request*  
6 *reasonable information concerning any subject matter included in*  
7 *the scope of mandatory bargaining which it deems necessary for*  
8 *and relevant to the negotiations. The information requested must*  
9 *be furnished without unnecessary delay. The information must be*  
10 *accurate, and must be presented in a form responsive to the*  
11 *request and in the format in which the records containing it are*  
12 *ordinarily kept.*

13 *3. The parties shall promptly commence negotiations. As the*  
14 *first step, the parties shall discuss the procedures to be followed if*  
15 *they are unable to agree on one or more issues.*

16 *4. This section does not preclude, but the provisions of*  
17 *sections 12 to 43, inclusive, of this act do not require, informal*  
18 *discussion between an employee organization and the Executive*  
19 *Department of any matter which is not subject to negotiation or*  
20 *contract under the provisions of sections 12 to 43, inclusive, of this*  
21 *act. Any such informal discussion is exempt from all requirements*  
22 *of notice or time schedule.*

23 **Sec. 34.** *1. At any time during negotiations between an*  
24 *employee organization and the Executive Department, a dispute*  
25 *may be submitted to a mediator if both parties agree. Within 120*  
26 *days before a collective bargaining agreement expires according to*  
27 *its terms, or if there is no collective bargaining agreement after six*  
28 *or more meetings of negotiation, either party involved in*  
29 *negotiations may request a mediator. If the parties do not agree*  
30 *upon a mediator, the Commissioner shall submit to the parties a*  
31 *list of seven potential mediators who must:*

- 32 *(a) Be willing to serve as mediators;*  
33 *(b) Be broadly representative of the public;*  
34 *(c) Have subject matter expertise; and*  
35 *(d) Not be closely allied with any employee organization or the*

36 *Executive Department.*

37 *2. The parties shall select their mediator from the list by*  
38 *alternately striking one name until the name of only one mediator*  
39 *remains, who will be the mediator to hear the dispute. The*  
40 *employee organization shall strike the first name.*

41 *3. If mediation is agreed to or requested pursuant to*  
42 *subsection 1, the mediator must be selected at the time the parties*  
43 *agree upon a mediator or, if the parties do not agree upon a*  
44 *mediator, within 5 days after the parties receive the list of potential*  
45 *mediators from the Commissioner.*





1       4. *The mediator shall bring the parties together as soon as*  
2 *possible and, unless otherwise agreed upon by the parties, attempt*  
3 *to settle the dispute within 30 days after being notified of the*  
4 *mediator's selection as mediator. The mediator may establish the*  
5 *times and dates for meetings and compel the parties to attend but*  
6 *has no power to compel the parties to agree.*

7       5. *The Executive Department and employee organization*  
8 *each shall pay one-half of the cost of mediation. Each party shall*  
9 *pay its own costs of preparation and presentation of its case in*  
10 *mediation.*

11       6. *If the dispute is submitted to a mediator and then submitted*  
12 *to a fact finder, the mediator shall, within 15 days after the last*  
13 *meeting between the parties, give to the Commissioner a report of*  
14 *the efforts made to settle the dispute.*

15       **Sec. 35.** *Whenever an employee organization enters into*  
16 *negotiations with the Executive Department pursuant to sections*  
17 *12 to 43, inclusive, of this act such employee organization may be*  
18 *represented by an attorney licensed to practice law in the State of*  
19 *Nevada.*

20       **Sec. 36. 1. If:**

21       (a) *The parties have failed to reach an agreement after at least*  
22 *six meetings of negotiations; and*

23       (b) *The parties have participated in mediation and have not*  
24 *reached agreement after 30 days of mediation pursuant to*  
25 *subsection 4 of section 34 of this act,*

26       ↳ *either party to the dispute may submit the dispute to an*  
27 *impartial fact finder for the findings and recommendations of the*  
28 *fact finder. The findings and recommendations of the fact finder*  
29 *are not binding on the parties except as provided in subsections 5,*  
30 *6 and 11. The mediator of a dispute may also be chosen by the*  
31 *parties to serve as the fact finder.*

32       2. *If the parties are unable to agree on an impartial fact*  
33 *finder or a panel of neutral arbitrators within 5 days, either party*  
34 *may request from the American Arbitration Association or the*  
35 *Federal Mediation and Conciliation Service a list of seven*  
36 *potential qualified fact finders who have subject matter expertise.*  
37 *If the parties are unable to agree upon which arbitration service*  
38 *should be used, the Federal Mediation and Conciliation Service*  
39 *must be used. Within 5 days after receiving a list from the*  
40 *applicable arbitration service, the parties shall select their fact*  
41 *finder from this list by alternately striking one name until the*  
42 *name of only one fact finder remains, who will be the fact finder*  
43 *to hear the dispute in question. The employee organization shall*  
44 *strike the first name.*



1       3. *The Executive Department and the employee organization*  
2 *each shall pay one-half of the cost of fact-finding. Each party*  
3 *shall pay its own costs of preparation and presentation of its case*  
4 *in fact-finding.*

5       4. *A schedule of dates and times for the hearing must be*  
6 *established within 10 days after the selection of the fact finder*  
7 *pursuant to subsection 2, and the fact finder shall report the*  
8 *findings and recommendations of the fact finder to the parties to*  
9 *the dispute within 30 days after the conclusion of the fact-finding*  
10 *hearing.*

11       5. *The parties to the dispute may agree, before the submission*  
12 *of the dispute to fact-finding, to make the findings and*  
13 *recommendations on all or any specified issues final and binding*  
14 *on the parties.*

15       6. *If the parties do not agree on whether to make the findings*  
16 *and recommendations of the fact finder final and binding, either*  
17 *party may request the formation of a panel to determine whether*  
18 *the findings and recommendations of a fact finder on all or any*  
19 *specified issues in a particular dispute which are within the scope*  
20 *of subsection 11 are to be final and binding. The determination*  
21 *must be made upon the concurrence of at least two members of the*  
22 *panel and not later than the date which is 30 days after the date on*  
23 *which the matter is submitted to the panel, unless that date is*  
24 *extended by the Commissioner. Each panel shall, when making its*  
25 *determination, consider whether the parties have bargained in*  
26 *good faith and whether it believes the parties can resolve any*  
27 *remaining issues. Any panel may also consider the actions taken*  
28 *by the parties in response to any previous fact-finding between*  
29 *these parties, the best interests of the State and all its citizens, the*  
30 *potential fiscal effect both within and outside the Executive*  
31 *Department, and any danger to the safety of the people of the*  
32 *State.*

33       7. *Except as otherwise provided in subsection 10, any fact*  
34 *finder, whether the fact finder's recommendations are to be*  
35 *binding or not, shall base such recommendations or award on the*  
36 *following criteria:*

37       (a) *A preliminary determination must be made as to the*  
38 *financial ability of the Executive Department based on all existing*  
39 *revenues available to the Executive Department, with due regard*  
40 *for the obligations and mission of the Executive Department.*

41       (b) *Once the fact finder has determined in accordance with*  
42 *paragraph (a) that there is a current financial ability to grant*  
43 *monetary benefits, and subject to the provisions of paragraph (c),*  
44 *the fact finder shall consider, to the extent appropriate,*  
45 *compensation of other public and private employees, both in and*



1 out of the State and use normal criteria for interest disputes  
2 regarding the terms and provisions to be included in an agreement  
3 in assessing the reasonableness of the position of each party as to  
4 each issue in dispute and the fact finder shall consider whether  
5 the Board found that either party had bargained in bad faith.

6 (c) A consideration of funding for the current year being  
7 negotiated. If the parties mutually agree to arbitrate a multiyear  
8 contract, the fact finder must consider the ability to pay over the  
9 life of the contract being negotiated or arbitrated.

10 ↳ The fact finder's report must contain the facts upon which the  
11 fact finder based the fact finder's determination of financial  
12 ability to grant monetary benefits and the fact finder's  
13 recommendations or award.

14 8. Within 45 days after the receipt of the report from the fact  
15 finder, the entity of the Executive Department that is a party to the  
16 negotiations shall hold a public meeting in accordance with the  
17 provisions of chapter 241 of NRS. The meeting must include a  
18 discussion of:

19 (a) The issues of the parties submitted pursuant to  
20 subsection 3;

21 (b) The report of findings and recommendations of the fact  
22 finder; and

23 (c) The overall fiscal impact of the findings and  
24 recommendations, which must not include a discussion of the  
25 details of the report.

26 ↳ The fact finder must not be asked to discuss the decision during  
27 the meeting.

28 9. The chief executive officer of the entity of the Executive  
29 Department that is a party to the negotiations shall report to his or  
30 her appointing authority the fiscal impact of the findings and  
31 recommendations. The report must include, without limitation, an  
32 analysis of the impact of the findings and recommendations on  
33 compensation and reimbursement, funding, benefits, hours,  
34 working conditions or other terms and conditions of employment.

35 10. Any sum of money which is maintained in a fund whose  
36 balance is required by law to be:

37 (a) Used only for a specific purpose other than the payment of  
38 compensation to the bargaining unit affected; or

39 (b) Carried forward to the succeeding fiscal year in any  
40 designated amount, to the extent of that amount,

41 ↳ must not be counted in determining the financial ability of the  
42 Executive Department and must not be used to pay any monetary  
43 benefits recommended or awarded by the fact finder.

44 11. The issues which may be included in a panel's order  
45 pursuant to subsection 6 are:



1 (a) Those enumerated in subsection 2 of section 24 of this act  
2 as the subjects of mandatory bargaining; and

3 (b) Those which an existing collective bargaining agreement  
4 between the parties makes subject to negotiation.

5 ↪ This subsection does not preclude the voluntary submission of  
6 other issues by the parties pursuant to subsection 5.

7 **Sec. 37.** Any request for the formation of a panel to  
8 determine whether the findings and recommendations of a fact  
9 finder must be final and binding must be filed with the  
10 Commissioner. The request must include:

11 1. A list of the issues which remain unresolved and the  
12 position of each party regarding those issues;

13 2. The requester's assessment of the fiscal effect on the  
14 Executive Department of the requester's positions;

15 3. An outline of any previous fact-finding between the  
16 parties, which includes any recommendations and awards of a fact  
17 finder and the actions of each party in response thereto;

18 4. A statement of whether the parties engaged in mediation  
19 regarding the current dispute;

20 5. A schedule of the dates and times set by the fact finder for  
21 the hearing; and

22 6. Any other information deemed necessary by the  
23 Commissioner.

24 ↪ Any person filing such a request shall give written notice of the  
25 request to the Nevada State Board of Accountancy and the State  
26 Bar of Nevada.

27 **Sec. 38.** 1. Within 5 days after receiving notice of a request  
28 to form a panel pursuant to section 37 of this act, the Nevada State  
29 Board of Accountancy and the State Bar of Nevada shall each  
30 submit to the Commissioner and each party to the dispute a list of  
31 names of five of their members who must:

32 (a) Be willing to serve on a panel;

33 (b) Be broadly representative of the public;

34 (c) Have subject matter expertise; and

35 (d) Not be closely allied with any employee organization or the  
36 Executive Department.

37 2. Within 8 days after receiving the lists, the parties shall  
38 choose one name from each list by alternately striking one name  
39 until the names of only one attorney and one accountant remain,  
40 who will each be a member of the panel. The parties shall choose  
41 the member from the list of accountants separately from their  
42 choice from the list of attorneys. The parties shall notify the  
43 Commissioner of their selections and the Commissioner shall  
44 notify the attorney and accountant selected.



1       3. *Within 5 days after receiving notice of their selection, the*  
2 *attorney and accountant shall:*

3       (a) *Choose the third member of the panel, who must:*

4           (1) *Be willing to serve on the panel;*

5           (2) *Have subject matter expertise;*

6           (3) *Be a resident of this State; and*

7           (4) *Not be closely allied with any employee organization or*  
8 *the Executive Department.*

9       (b) *Notify the Commissioner of their choice, and the three*  
10 *members shall, within 5 days after selecting the third member of*  
11 *the panel, notify the Commissioner of the dates when they will all*  
12 *be available to attend hearings.*

13       4. *The Commissioner shall serve as a nonvoting member and*  
14 *also as the chair of the panel.*

15       5. *If the accountant or attorney selected to serve on the panel*  
16 *is unable to do so, the Nevada State Board of Accountancy or*  
17 *State Bar of Nevada shall designate a person to replace its*  
18 *nominee. If the person selected by the accountant and attorney is*  
19 *unable to serve, the accountant and attorney shall designate*  
20 *another person as a replacement. If the Commissioner is unable to*  
21 *serve, the Governor shall designate a person to serve in the*  
22 *Commissioner's capacity.*

23       **Sec. 39.** *1. Each person, except the Commissioner, who*  
24 *serves on a panel formed pursuant to section 38 of this act is*  
25 *entitled to receive:*

26       (a) *Compensation of not less than \$150 for each day the*  
27 *person is engaged in the business of the panel, to a maximum of*  
28 *\$1,000 per case, unless otherwise authorized by the Commissioner*  
29 *for good cause shown; and*

30       (b) *The per diem allowance and travel expenses provided for*  
31 *state officers and employees generally.*

32       2. *Unless otherwise agreed upon by the parties, the Executive*  
33 *Department and employee organization each shall pay one-half of*  
34 *the cost of all claims which arise pursuant to this section.*

35       **Sec. 40.** *1. If there is a conflict between any provisions of a*  
36 *collective bargaining agreement between the Executive*  
37 *Department and a bargaining agent and:*

38       (a) *Any policy, procedure or regulation adopted by the*  
39 *Executive Department, the provision of the collective bargaining*  
40 *agreement prevails unless the provision of the agreement is*  
41 *outside the lawful scope of collective bargaining.*

42       (b) *An existing statute, other than a provision of chapter 284*  
43 *of NRS, the provision of the agreement may not be given effect*  
44 *unless the Legislature amends the existing statute in such a way as*  
45 *to eliminate the conflict.*



1 (c) A provision of chapter 284 of NRS, the provisions of the  
2 agreement prevails unless the Legislature is required to  
3 appropriate money to implement the provisions, within the limits  
4 of legislative appropriations and any other available money.

5 2. If a provision of a collective bargaining agreement:

6 (a) Does not require an act of the Legislature to be given  
7 effect, the provision becomes effective in accordance with the  
8 terms of the agreement.

9 (b) Requires an act of the Legislature to be given effect:

10 (1) The Governor shall request the drafting of a legislative  
11 measure pursuant to NRS 218D.175 to effectuate the provision;  
12 and

13 (2) The provision becomes effective, if at all, on the date on  
14 which the act of the Legislature becomes effective.

15 **Sec. 41.** The following proceedings, required by or pursuant  
16 to this chapter, are not subject to any provision of NRS which  
17 requires a meeting to be open or public:

18 1. Any negotiation or informal discussion between the  
19 Executive Department and an employee organization or employees  
20 as individuals.

21 2. Any meeting of a mediator with either party or both parties  
22 to a negotiation.

23 3. Any meeting or investigation conducted by a fact finder.

24 4. Any meeting of the Executive Department with its  
25 management representative or representatives.

26 5. Deliberations of the Board toward a decision on a  
27 complaint, appeal or petition for declaratory relief.

28 **Sec. 42.** 1. It is a prohibited practice for the Executive  
29 Department or its designated representative willfully to:

30 (a) Interfere, restrain or coerce any employee in the exercise  
31 of any right guaranteed pursuant to sections 12 to 43, inclusive, of  
32 this act.

33 (b) Dominate, interfere or assist in the formation or  
34 administration of any employee organization.

35 (c) Discriminate in regard to hiring, tenure or any term or  
36 condition of employment to encourage or discourage membership  
37 in any employee organization.

38 (d) Discharge or otherwise discriminate against any employee  
39 because the employee has signed or filed an affidavit, petition or  
40 complaint or given any information or testimony pursuant to  
41 sections 12 to 43, inclusive, of this act or because the employee has  
42 formed, joined or chosen to be represented by any employee  
43 organization.

44 (e) Refuse to bargain collectively in good faith with a  
45 bargaining agent as required in section 24 of this act. Bargaining



1 *collectively includes the entire bargaining process, including*  
2 *mediation and fact-finding, provided for in the provisions of*  
3 *sections 12 to 43, inclusive, of this act.*

4 (f) *Discriminate because of race, color, religion, sex, sexual*  
5 *orientation, gender identity or expression, age, disability, national*  
6 *origin, or because of political or personal reasons or affiliations.*

7 (g) *Fail to provide the information required by section 33 of*  
8 *this act.*

9 (h) *Fail to comply with the requirements of NRS 281.755.*

10 (i) *Deny to employee organizations the rights guaranteed to*  
11 *them under this act.*

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

14 (a) *Interfere with, restrain or coerce any employee in the*  
15 *exercise of any right guaranteed under the provisions of sections*  
16 *12 to 43, inclusive, of this act.*

17 (b) *Refuse to bargain collectively in good faith with the*  
18 *Executive Department, if it is a bargaining agent, as required by*  
19 *section 24 of this act. Bargaining collectively includes the entire*  
20 *bargaining process, including mediation and fact-finding,*  
21 *provided for in the provisions of sections 12 to 43, inclusive, of this*  
22 *act.*

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

26 (d) *Fail to provide the information required by section 33 of*  
27 *this act.*

28 **Sec. 43.** *Any dispute concerning prohibited practices may be*  
29 *submitted to the Board in the same manner and with the same*  
30 *effect as provided in NRS 288.110, except that an alleged failure*  
31 *to provide information as provided by subsection 2 of section 33 of*  
32 *this act must be heard and determined by the Board as soon as*  
33 *possible after the complaint is filed with the Board.*

34 **Sec. 44.** NRS 288.010 is hereby amended to read as follows:

35 288.010 This chapter may be cited as the ~~[Local]~~ Government  
36 Employee-Management Relations Act.

37 **Sec. 45.** NRS 288.020 is hereby amended to read as follows:

38 288.020 As used in ~~[this chapter.]~~ **NRS 288.140 to 288.220,**  
39 **inclusive, 288.270 and 288.280,** unless the context otherwise  
40 requires, the words and terms defined in NRS 288.025 to 288.075,  
41 inclusive, have the meanings ascribed to them in those sections.

42 **Sec. 46.** NRS 288.040 is hereby amended to read as follows:

43 288.040 "Employee organization" means an organization of  
44 any kind having as one of its purposes improvement of the terms





1 and conditions of employment of *state or* local government  
2 employees.

3 **Sec. 47.** NRS 288.080 is hereby amended to read as follows:

4 288.080 1. The ~~Local~~ Government Employee-Management  
5 Relations Board is hereby created, consisting of five members,  
6 broadly representative of the public and not closely allied with any  
7 employee organization ~~or~~, *the Executive Department or any* local  
8 government employer, not more than three of whom may be  
9 members of the same political party, and at least three of whom  
10 must reside in southern Nevada. The term of office of each member  
11 is 4 years.

12 2. The Governor shall appoint the members of the Board.

13 **Sec. 48.** NRS 288.090 is hereby amended to read as follows:

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

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

22 (a) Elect a Chair or Vice Chair;

23 (b) Appoint the Commissioner or Secretary of the Board, or  
24 terminate the employment of the Commissioner or Secretary;

25 (c) Adjust the fee charged to local government employers *or the*  
26 *Executive Department* pursuant to NRS 288.105 or *section 22 of*  
27 *this act or* impose a civil penalty for failure to pay the fee;

28 (d) Make or adopt any rule or regulation; or

29 (e) Grant permission to a local government employer *or the*  
30 *Executive Department* to withdraw recognition from an employee  
31 organization *pursuant to NRS 288.160 or section 25 of this act or*  
32 *order an election pursuant to NRS 288.160 ~~or~~ or section 26 of this*  
33 *act.*

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

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

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

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

43 **Sec. 49.** NRS 288.110 is hereby amended to read as follows:

44 288.110 1. The Board may make rules governing:

45 (a) Proceedings before it;





- 1 (b) Procedures for fact-finding;
- 2 (c) The recognition , *as defined in NRS 288.067 or section 20*
- 3 *of this act*, of employee organizations; and
- 4 (d) The determination of bargaining units.

5 2. The Board may hear and determine any complaint arising  
6 out of the interpretation of, or performance under, the provisions of  
7 this chapter by *the Executive Department*, any local government  
8 employer, *any employee, as defined by section 17 of this act, any*  
9 *local government employee or employee organization*. Except as  
10 otherwise provided in this subsection and NRS 288.115 and  
11 288.280, the Board shall conduct a hearing within 180 days after it  
12 decides to hear a complaint. If a complaint alleges a violation of  
13 paragraph (e) of subsection 1 of NRS 288.270 or paragraph (b)  
14 of subsection 2 of ~~[that section.]~~ *NRS 288.270, paragraph (e) of*  
15 *subsection 1 of section 42 of this act or paragraph (b) of*  
16 *subsection 2 of section 42 of this act*, the Board shall conduct a  
17 hearing not later than 45 days after it decides to hear the complaint,  
18 unless the parties agree to waive this requirement. The Board, after a  
19 hearing, if it finds that the complaint is well taken, may order any  
20 person *or entity* to refrain from the action complained of or to  
21 restore to the party aggrieved any benefit of which the party has  
22 been deprived by that action. Except when an expedited hearing is  
23 conducted pursuant to NRS 288.115, the Board shall issue its  
24 decision within 120 days after the hearing on the complaint is  
25 completed.

26 3. Any party aggrieved by the failure of any person to obey an  
27 order of the Board issued pursuant to subsection 2, or the Board at  
28 the request of such a party, may apply to a court of competent  
29 jurisdiction for a prohibitory or mandatory injunction to enforce the  
30 order.

31 4. The Board may not consider any complaint or appeal filed  
32 more than 6 months after the occurrence which is the subject of the  
33 complaint or appeal.

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

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

38 (b) Upon agreement of all the parties.

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

41 7. *As used in this section, "bargaining unit" has the meaning*  
42 *ascribed to it in NRS 288.028 or section 15 of this act.*

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

44 241.016 1. The meetings of a public body that are quasi-  
45 judicial in nature are subject to the provisions of this chapter.



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

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

4 (b) Judicial proceedings, including, without limitation,  
5 proceedings before the Commission on Judicial Selection and,  
6 except as otherwise provided in NRS 1.4687, the Commission on  
7 Judicial Discipline.

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

11 3. Any provision of law, including, without limitation, NRS  
12 91.270, 219A.210, 228.495, 239C.140, 281A.350, 281A.690,  
13 281A.735, 281A.760, 284.3629, 286.150, 287.0415, 287.04345,  
14 287.338, 288.220, 289.387, 295.121, 360.247, 388.261, 388A.495,  
15 388C.150, 388G.710, 388G.730, 392.147, 392.467, 394.1699,  
16 396.3295, 433.534, 435.610, 463.110, 622.320, 622.340, 630.311,  
17 630.336, 631.3635, 639.050, 642.518, 642.557, 686B.170,  
18 696B.550, 703.196 and 706.1725, *and section 41 of this act*, which:

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

21 (b) Otherwise authorizes or requires a closed meeting, hearing  
22 or proceeding,

23 ↪ prevails over the general provisions of this chapter.

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

29 **Sec. 51.** NRS 280.320 is hereby amended to read as follows:

30 280.320 1. A department is a local government employer for  
31 the purpose of the ~~Local~~ Government Employee-Management  
32 Relations Act and a public employer for the purpose of the Public  
33 Employees' Retirement Act.

34 2. In negotiations arising under the provisions of chapter 288  
35 of NRS:

36 (a) The committee or two or more persons designated by the  
37 committee; and

38 (b) The sheriff or a person designated by the sheriff,

39 ↪ shall represent the department.

40 3. In negotiations arising under the provisions of chapter 288  
41 of NRS, a school police unit must be considered a separate  
42 bargaining unit.



1       **Sec. 52.** NRS 354.695 is hereby amended to read as follows:  
2       354.695 1. As soon as practicable after taking over the  
3 management of a local government, the Department shall, with the  
4 approval of the Committee:

5       (a) Establish and implement a management policy and a  
6 financing plan for the local government;

7       (b) Provide for the appointment of a financial manager for the  
8 local government who is qualified to manage the fiscal affairs of the  
9 local government;

10       (c) Provide for the appointment of any other persons necessary  
11 to enable the local government to provide the basic services for  
12 which it was created in the most economical and efficient manner  
13 possible;

14       (d) Establish an accounting system and separate accounts in a  
15 bank or credit union, if necessary, to receive and expend all money  
16 and assets of the local government;

17       (e) Impose such hiring restrictions as deemed necessary;

18       (f) Negotiate and approve all contracts entered into by or on  
19 behalf of the local government before execution and enter into such  
20 contracts on behalf of the local government as the Department  
21 deems necessary;

22       (g) Negotiate and approve all collective bargaining contracts and  
23 other employment contracts to be entered into by the local  
24 government with an employee organization or any employee, except  
25 that the Department shall not negotiate or approve issues submitted  
26 to a fact finder whose findings and recommendations are final and  
27 binding pursuant to the provisions of the ~~Local~~ Government  
28 Employee-Management Relations Act;

29       (h) If the Committee made a recommendation to the  
30 Commission that a severe financial emergency exists in the local  
31 government based upon the existence of one or more conditions  
32 described in paragraph (c), (d), (g), (h), (n), (o), (p), (r) or (aa) of  
33 subsection 2 of NRS 354.685:

34           (1) Open and renegotiate in good faith, or assist the local  
35 government in renegotiating, any existing collective bargaining  
36 agreement or other employment contract relating to compensation or  
37 monetary benefits during the period of severe financial emergency;  
38 and

39           (2) Assume all rights, duties and powers pursuant to NRS  
40 288.150 that are otherwise reserved to the local government during a  
41 period of severe financial emergency;

42       (i) Approve all expenditures of money from any fund or account  
43 and all transfers of money from one fund to another;

44       (j) Employ such technicians as are necessary for the  
45 improvement of the financial condition of the local government;



1 (k) Meet with any holders and the creditors of the local  
2 government to negotiate in good faith and formulate a debt  
3 liquidation program that may include, without limitation, the  
4 adjustment of bonded indebtedness by the exchange of existing  
5 bonds for new bonds with a later maturity date and a different  
6 interest rate;

7 (l) If the Department has taken over the management of a local  
8 government because the local government is involved in litigation or  
9 threatened litigation, carry out the duties of the Department pursuant  
10 to subsection 2 of NRS 31.010;

11 (m) Approve the issuance of bonds or other forms of  
12 indebtedness by the local government;

13 (n) Discharge any of the outstanding debts and obligations of the  
14 local government; and

15 (o) Take any other actions necessary to ensure that the local  
16 government provides the basic functions for which it was created in  
17 the most economical and efficient manner possible.

18 2. The Department may provide for reimbursement from the  
19 local government for the expenses the Department incurs in  
20 managing the local government. If such reimbursement is not  
21 possible, the Department may request an allocation by the Interim  
22 Finance Committee from the Contingency Account pursuant to NRS  
23 353.266, 353.268 and 353.269.

24 3. The governing body of a local government which is being  
25 managed by the Department pursuant to this section may make  
26 recommendations to the Department or the financial manager  
27 concerning the management of the local government.

28 4. Each state agency, board, department, commission,  
29 committee or other entity of the State shall provide such technical  
30 financial assistance concerning the management of the local  
31 government as is requested by the Department.

32 5. The Department may delegate any of the powers and duties  
33 imposed by this section to the financial manager appointed pursuant  
34 to paragraph (b) of subsection 1. A financial manager acting within  
35 the scope of his or her delegation pursuant to this subsection is  
36 responsible only to the Department for his or her actions.

37 6. Except as otherwise provided in NRS 354.723 and 450.760,  
38 once the Department has taken over the management of a local  
39 government pursuant to the provisions of subsection 1, that  
40 management may only be terminated pursuant to NRS 354.725.

41 **Sec. 53.** NRS 386.365 is hereby amended to read as follows:

42 386.365 1. Except as provided in subsection 3, each board of  
43 trustees in any county having a population of 100,000 or more shall  
44 give 13 days' notice of its intention to adopt, repeal or amend a



1 policy or regulation of the board concerning any of the subjects set  
2 forth in subsection 4. The notice must:

3 (a) Include a description of the subject or subjects involved and  
4 must state the time and place of the meeting at which the matter will  
5 be considered by the board; and

6 (b) Be mailed to the following persons from each of the schools  
7 affected:

8 (1) The principal;

9 (2) The president of the parent-teacher association or similar  
10 body; and

11 (3) The president of the classroom teachers' organization or  
12 other collective bargaining agent.

13 ↪ A copy of the notice and of the terms of each proposed policy or  
14 regulation, or change in a policy or regulation, must be made  
15 available for inspection by the public in the office of the  
16 superintendent of schools of the school district at least 13 days  
17 before its adoption.

18 2. All persons interested in a proposed policy or regulation or  
19 change in a policy or regulation must be afforded a reasonable  
20 opportunity to submit data, views or arguments, orally or in writing.  
21 The board of trustees shall consider all written and oral submissions  
22 respecting the proposal or change before taking final action.

23 3. Emergency policies or regulations may be adopted by the  
24 board upon its own finding that an emergency exists.

25 4. This section applies to policies and regulations concerning:

26 (a) Attendance rules;

27 (b) Zoning;

28 (c) Grading;

29 (d) District staffing patterns;

30 (e) Curriculum and program;

31 (f) Pupil discipline; and

32 (g) Personnel, except with respect to dismissals and refusals to  
33 reemploy covered by contracts entered into as a result of the ~~Local~~  
34 Government Employee-Management Relations Act, as provided in  
35 NRS 391.660.

36 **Sec. 54.** NRS 597.995 is hereby amended to read as follows:

37 597.995 1. Except as otherwise provided in subsection 3, an  
38 agreement which includes a provision which requires a person to  
39 submit to arbitration any dispute arising between the parties to the  
40 agreement must include specific authorization for the provision  
41 which indicates that the person has affirmatively agreed to the  
42 provision.

43 2. If an agreement includes a provision which requires a person  
44 to submit to arbitration any dispute arising between the parties to the  
45 agreement and the agreement fails to include the specific



1 authorization required pursuant to subsection 1, the provision is void  
2 and unenforceable.

3 3. The provisions of this section do not apply to an agreement  
4 that is a collective bargaining agreement. As used in this subsection,  
5 “collective bargaining” has the meaning ascribed to it in ~~NRS~~  
6 ~~288.033~~ *section 6 of this act.*

7 **Sec. 55.** 1. Insofar as they conflict with the provisions of  
8 such an agreement, the amendatory provisions of this act do not  
9 apply during the current term of any collective bargaining  
10 agreement entered into before the effective date of this act, but do  
11 apply to any extension or renewal of such an agreement and to any  
12 such agreement entered into on or after the effective date of this act.

13 2. If the Executive Department has established a bargaining  
14 unit for any of its employees or has recognized an employee  
15 organization as a bargaining agent for a bargaining unit as of the  
16 effective date of this act, such bargaining unit or bargaining agent  
17 shall be deemed the bargaining unit or bargaining agent representing  
18 the same employees on and after the effective date of this act until  
19 such time, if any, the bargaining unit or bargaining agent is changed  
20 or modified in accordance with the provisions of this act.

21 3. As used in this section:

22 (a) “Bargaining agent” has the meaning ascribed to it in section  
23 14 of this act.

24 (b) “Bargaining unit” has the meaning ascribed to it in section  
25 15 of this act.

26 (c) “Employee” has the meaning ascribed to it in section 17 of  
27 this act.

28 **Sec. 56.** NRS 288.030, 288.033, 288.034, 288.045, 288.063  
29 and 288.070 are hereby repealed.

30 **Sec. 57.** This act becomes effective upon passage and  
31 approval.

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## LEADLINES OF REPEALED SECTIONS

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- 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.





