

SENATE BILL NO. 76—COMMITTEE ON COMMERCE AND LABOR

FEBRUARY 2, 1999

Referred to Committee on Commerce and Labor

SUMMARY—Prohibits employer from terminating employment of employee who files complaint or consults with labor commissioner. (BDR 53-94)

FISCAL NOTE: Effect on Local Government: Yes.
Effect on the State or on Industrial Insurance: No.

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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 employment practices; prohibiting an employer from terminating the employment of an employee solely because the employee files a complaint with or otherwise consults the labor commissioner concerning the enforcement of the labor laws of this state; providing a penalty; and providing other matters properly relating thereto.

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

- 1 **Section 1.** Chapter 613 of NRS is hereby amended by adding thereto a
2
3 new section to read as follows:
4 **1. An employer shall not terminate the employment of an employee**
5 **solely because the employee files a complaint with or otherwise consults**
6 **the labor commissioner concerning the enforcement of the labor laws of**
7 **this state.**
8 **2. An employer who violates the provisions of subsection 1 is guilty**
9 **of a misdemeanor.**
10 **3. A person whose employment is terminated in violation of**
11 **subsection 1 may bring a civil action against his former employer and**
12 **obtain:**
13 **(a) Wages and benefits lost as a result of the violation;**
14 **(b) An order of reinstatement without loss of position, seniority or**
15 **benefits;**
16 **(c) Damages equal to the amount of the lost wages and benefits; and**
17 **(d) Costs and reasonable attorney's fees fixed by the court.**

1 **Sec. 2.** The amendatory provisions of this act do not apply to offenses
2 that were committed before October 1, 1999.

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