

ONE HUNDRED ONE NORTH CARSON STREET
CARSON CITY, NEVADA 89701
OFFICE: (775) 684-5670
FAX NO.: (775) 684-5683



555 EAST WASHINGTON AVENUE, SUITE 5100
LAS VEGAS, NEVADA 89101
OFFICE: (702) 486-2500
FAX NO.: (702) 486-2505

Office of the Governor

June 17, 2011

The Honorable Ross Miller
Secretary of State
Capitol Building
101 South Carson Street
Carson City, NV 89701

RE: Assembly Bill 433 of the 76th Legislative Session

Dear Secretary Miller:

I am herewith forwarding to you, for filing within the constitutional time limit and without my approval, Assembly Bill 433, which is entitled:

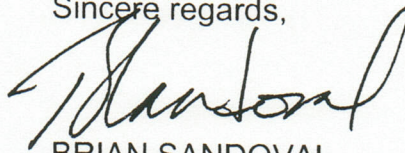
AN ACT relating to employment practices; making it unlawful for public employers to make rules or regulations that prohibit or prevent an employee from engaging in politics or becoming a candidate for public office with certain exceptions; prohibiting any employer from taking any adverse employment action against an employee because the employee has become a candidate for any public office with certain exceptions; providing a penalty; and providing other matters properly relating thereto..

Existing Nevada law makes it unlawful for a private employer to make rules or regulations that prohibit an employee from engaging in politics or becoming a candidate for office. This bill seeks to extend those protections to the employees of public employers and labor organizations; on its face this intent has merit. However, the bill as written goes well beyond existing law and establishes new prohibitions pertaining to an "adverse employment action" as defined in new amendatory language. These requirements go too far to be practicable, overreaching in the apparent desire to protect the employee while in fact placing an undue burden on both public and private employers. Small firms would be adversely impacted and large employers, whether public or private, would have their leave policies unworkably restricted.

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Had the authors of this measure simply included public employers and labor organizations in the existing statutory framework, their concept would have been better executed. As written, this bill places unworkable restrictions on the employer/employee relationship. I therefore exercise my constitutional grant of authority to veto Assembly Bill 433 and return it to you without my signature and without my approval.

Sincere regards,

A handwritten signature in black ink, appearing to read "B. Sandoval", written in a cursive, stylized script.

BRIAN SANDOVAL
Governor

Enclosure

cc: *The Honorable Brian Krolicki, President of the Senate (without enclosure)*
 David A. Byerman, Secretary of the Senate (without enclosure)
 Susan Furlong, Chief Clerk of the Assembly (without enclosure)
 Brenda Erdoes, Esq., Legislative Counsel (without enclosure)