

Amendment No. 653

Senate Amendment to Assembly Bill No. 350 First Reprint

(BDR 23-932)

Proposed by: Senate Committee on Legislative Operations and Elections

Amends: Summary: No Title: Yes Preamble: No Joint Sponsorship: No Digest: Yes

ASSEMBLY ACTION				Initial and Date	SENATE ACTION				Initial and Date
Adopted	☐	Lost	☐	_____	Adopted	☐	Lost	☐	_____
Concurred In	☐	Not	☐	_____	Concurred In	☐	Not	☐	_____
Receded	☐	Not	☐	_____	Receded	☐	Not	☐	_____

EXPLANATION: Matter in (1) *blue bold italics* is new language in the original bill; (2) variations of green bold underlining is language proposed to be added in this amendment; (3) ~~red strikethrough~~ is deleted language in the original bill; (4) ~~purple double strikethrough~~ is language proposed to be deleted in this amendment; (5) orange double underlining is deleted language in the original bill proposed to be retained in this amendment.

JFD/EGO



Date: 5/15/2017

A.B. No. 350—Revises provisions relating to state employment. (BDR 23-932)



ASSEMBLY BILL NO. 350—ASSEMBLYMAN FUMO

MARCH 20, 2017

Referred to Committee on Government Affairs

SUMMARY—Revises provisions relating to state employment. (BDR 23-932)

FISCAL NOTE: Effect on Local Government: May have Fiscal Impact.
Effect on the State: 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 state employment; requiring certain state agencies to provide an employee orientation to new employees, to allow certain employee organizations to ~~participate in~~ provide a presentation during such an orientation or meet with a new employee under certain circumstances and to provide such an employee organization with certain information concerning new employees; requiring certain state agencies to allow certain employee organizations to meet with employees at certain locations; and providing other matters properly relating thereto.

Legislative Counsel's Digest:

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

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

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

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

3 **Sec. 1.2.** *As used in sections 1.2 to 4, inclusive, of this act, unless the*
4 *context otherwise requires, the words and terms defined in sections 1.4, 1.6 and*
5 *1.8 of this act have the meanings ascribed to them in those sections.*

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

8 1. *Has the improvement of the terms and conditions of employment of state*
9 *employees as one of its purposes; and*

10 2. *Has at least 100 members who have amounts withheld from their salaries*
11 *or wages for payment to the organization pursuant to NRS 281.129.*

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

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

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

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

23 ~~1. (a) (1) The personnel policies of the employing state agency;~~

24 ~~2. (a) (2) Any rules concerning ethics, conflicts of interest and civil service to~~
25 *which the state employee is subject; and*

26 ~~3. (a) (3) Any benefits programs for which the state employee is eligible.~~

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

29 2. ~~The orientation presentation required by paragraph (a) of subsection 1~~
30 ~~must may be conducted in :~~

31 ~~(a) In person (and during the regular work hours of the state employee.) ;~~

32 ~~(b) By video conference; or~~

33 ~~(c) Through a prerecorded video or electronic method.~~

34 3. ~~{The employing state agency shall allow an employee organization to~~
35 ~~make a presentation of at least 30 minutes during the orientation required by~~
36 ~~subsection 1.} An employing state agency shall give ~~the~~ an employee~~
37 ~~organization notice of the date and time of ~~the~~ an orientation required by~~
38 ~~subsection 1 not later than 10 days before the orientation.~~

39 4. *An employee organization may designate a state employee who is a*
40 *member of the employee organization as a representative to attend the orientation*
41 *required by subsection 1 on paid time. An employing state agency may not deny*
42 *the representative the opportunity to attend the orientation required by subsection*
43 *1 unless the absence of the representative from work would significantly inhibit*
44 *or disrupt the functioning of the employing state agency. If an employing state*
45 *agency denies the representative’s attendance, the employee organization may*
46 *designate another state employee who is a member of the employee organization*
47 *as the representative.*

48 5. *Within 7 days after the date on which a state employee is hired, the*
49 *employing state agency shall provide an employee organization with the name,*

1 job title, department, work ~~location,~~ telephone number and ~~home,~~ work
2 address of the state employee. The employing state agency shall comply with this
3 subsection regardless of whether the state employee who is hired was previously
4 employed by an employing state agency.

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

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

16 Sec. 5. (Deleted by amendment.)

17 Sec. 6. ~~NRS 289.025 is hereby amended to read as follows:~~

18 ~~289.025 1. Except as otherwise provided in subsections 2 and 3 and NRS~~
19 ~~229.0115, and section 2 of this act, the home address and any photograph of a~~
20 ~~peace officer in the possession of a law enforcement agency are not public~~
21 ~~information and are confidential.~~

22 ~~2. The photograph of a peace officer may be released:~~

23 ~~(a) If the peace officer authorizes the release; or~~

24 ~~(b) If the peace officer has been arrested.~~

25 ~~3. The home address of a peace officer may be released if a peace officer has~~
26 ~~been arrested and the home address is included in any of the following:~~

27 ~~(a) A report of a 911 telephone call.~~

28 ~~(b) A police report, investigative report or complaint which a person filed with~~
29 ~~a law enforcement agency.~~

30 ~~(c) A statement made by a witness.~~

31 ~~(d) A report prepared pursuant to NRS 432B.540 by an agency which provides~~
32 ~~child welfare services, which report details a plan for the placement of a child.~~

33 (Deleted by amendment.)

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