

Amendment No. 460

Assembly Amendment to Assembly Bill No. 423 Proposed by: Assembly Committee on Government Affairs Amends: Summary: No Title: Yes Preamble: No Joint Sponsorship: No Digest: Yes	(BDR 18-1047)
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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.

HAC/BJE



Date: 4/20/2017

A.B. No. 423—Requires the Nevada Commission for Women to collect and report information related to gender equality in the workplace.
(BDR 18-1047)



ASSEMBLY BILL NO. 423—ASSEMBLYWOMAN MILLER

MARCH 27, 2017

Referred to Committee on Government Affairs

SUMMARY—Requires the Nevada Commission for Women to collect and report information related to gender equality in the workplace. (BDR 18-1047)

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 gender equality; requiring the Nevada Commission for Women to conduct ~~an annual~~ a survey of certain employers to collect data and information related to issues of gender equality in the workplace; requiring the Commission ~~on an annual basis~~ to create and maintain a database that provides information about employers that have best practices and policies on issues of gender equality ~~index~~ and submit a report to the Governor and the Director of the Legislative Counsel Bureau; and providing other matters properly relating thereto.

Legislative Counsel's Digest:

Existing law creates the Nevada Commission for Women which is: (1) required to study the roles of women in society; and (2) authorized to collect and disseminate information on activities, programs and essential services available to women in Nevada. (NRS 2331.020, 2331.060) **Section 2** of this bill requires the Commission, with the assistance of the Director of the Department of Administration, to design and conduct ~~an annual~~ a survey of employers in this State with 100 or more employees to collect data and information related to issues of gender equality in the workplace. The Commission must use the data and information to create and maintain a ~~gender equality index that scores or rates each employer~~ database that provides information about employers that have best practices and policies on issues of gender equality in the workplace. The ~~index~~ database must be made available on the Internet website of the Department of Administration and the Commission must submit ~~an annual~~ a report to the Governor and the Director of the Legislative Counsel Bureau on issues of gender equality in the workplace.

Section 3 of this bill provides that ~~if~~ an employer ~~does~~ is not required to respond to the Commission's survey. ~~the~~ Section 3 also provides that the Commission may ~~rate~~ include an employer in the database if the Commission is otherwise able to obtain sufficient information about the employer on issues of gender equality ~~if the Commission is otherwise able to obtain sufficient information about the employer~~ in the workplace from the public records of state agencies.

Sections 4-6 of this bill make conforming changes.

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

Section 1. Chapter 233I of NRS is hereby amended by adding thereto the provisions set forth as sections 2 and 3 of this act.

Sec. 2. *With the assistance of the Director of the Department of Administration, the Commission shall:*

1. *Design and conduct ~~an annual~~ a survey of employers in this State for the purpose of collecting data and information from ~~each employer~~ employers related to issues of gender equality in the workplace. The survey:*

(a) *Must be considered and approved by the Commission at a public hearing; and*

(b) *May be conducted using a web-based system.*

2. ~~On or before July 1 of each year, use~~ *Use the data and information collected pursuant to subsection 1:*

(a) *To create and maintain a ~~gender equality index~~ database that ~~scores or rates each employer~~ provides information about employers that have best practices and policies on issues of gender equality in the workplace. The ~~index~~ database must be made available to the public on the Internet website of the Department of Administration.*

(b) *To create and submit a report to the Governor and the Director of the Legislative Counsel Bureau on issues of gender equality in the workplace.*

Sec. 3. ~~If an employer does:~~

1. *An employer:*

(a) *Is not required to respond to a survey conducted pursuant to section 2 of this act.*

(b) *Is not subject to any penalty if the employer does not respond to a survey conducted pursuant to section 2 of this act.*

2. *If an employer does not respond to such a survey, the Commission may ~~rate~~ include the employer ~~on issues of gender equality in the workplace~~ in the database created pursuant to section 2 of this act if the Commission is otherwise able to obtain sufficient information about the employer on ~~such~~ issues of gender equality in the workplace from the public records of state agencies.*

Sec. 4. NRS 233I.010 is hereby amended to read as follows:

233I.010 As used in this chapter, unless the context otherwise requires ~~it~~:

1. "Commission" means the Nevada Commission for Women.

2. "Employer" means any entity that performs a service or engages in a trade for profit and has 100 or more employees.

Sec. 5. NRS 233I.080 is hereby amended to read as follows:

233I.080 1. The Director of the Department of Administration shall provide staff assistance to the Commission *in carrying out:*

(a) *The provisions of sections 2 and 3 of this act; and*

(b) *Other duties and responsibilities of the Commission,* as the Governor deems appropriate.

2. The Commission may engage the services of volunteer workers and consultants without salary as is necessary from time to time.

Sec. 6. The provisions of subsection 1 of NRS 218D.380 do not apply to any provision of this act which adds or revises a requirement to submit a report to the Legislature.

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