

(Reprinted with amendments adopted on April 15, 2019)

FIRST REPRINT

A.B. 181

ASSEMBLY BILL NO. 181—ASSEMBLYMEN ASSEFA, MCCURDY, FUMO; BACKUS, BILBRAY-AXELROD, CARLTON, CARRILLO, COHEN, DURAN, FLORES, GORELOW, JAUREGUI, MARTINEZ, MILLER, MONROE-MORENO, MUNK, NGUYEN, SPIEGEL, THOMPSON, TORRES, WATTS AND YEAGER

FEBRUARY 18, 2019

JOINT SPONSOR: SENATOR D. HARRIS

Referred to Committee on Commerce and Labor

SUMMARY—Revises provisions governing employment attendance practices. (BDR 53-833)

FISCAL NOTE: Effect on Local Government: No.
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 employment; establishing specific provisions governing practices of employers relating to employee attendance; providing for administrative penalties; and providing other matters properly relating thereto.

Legislative Counsel's Digest:

1 Existing law prohibits certain employment practices and prohibits employers
2 and their agents or representatives from engaging in such practices. (Chapter 613 of
3 NRS) This bill prohibits an employer from requiring an employee to be physically
4 present at his or her place of employment to report that the employee is sick or
5 injured and cannot work. In addition, this bill specifically allows an employer to
6 require an employee to notify the employer that the employee is sick or injured and
7 cannot work. This bill provides that a violation of **section 1** may be subject to
8 administrative penalties.



* A B 1 8 1 R 1 *

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
2 thereto a new section to read as follows:

3 ***1. An employer:***

4 ***(a) Shall not require an employee to be physically present at***
5 ***his or her place of work in order to notify his or her employer that***
6 ***he or she is sick or has sustained an injury that is not work-related***
7 ***and cannot work.***

8 ***(b) May require an employee to notify the employer that he or***
9 ***she is sick or injured and cannot report for work.***

10 ***2. In addition to any other remedy or penalty, the Labor***
11 ***Commissioner may impose against any employer or agent or***
12 ***representative thereof that is found to have violated any provision***
13 ***of this section an administrative penalty of not more than \$5,000***
14 ***for each such violation.***

15 ***3. If an administrative penalty is imposed pursuant to this***
16 ***section, the costs of the proceeding, including without limitation,***
17 ***investigative costs and attorney's fees, may be recovered by the***
18 ***Labor Commissioner.***

19 **Sec. 2.** This act becomes effective upon passage and approval.

