

SENATE BILL NO. 427—COMMITTEE ON GOVERNMENT AFFAIRS

MARCH 27, 2023

Referred to Committee on Commerce and Labor

**SUMMARY**—Revises provisions relating to occupational safety and health. (BDR 53-682)

**FISCAL NOTE:** Effect on Local Government: May have Fiscal Impact.  
Effect on the State: Yes.

CONTAINS UNFUNDED MANDATE (§ 1)  
(NOT REQUESTED BY AFFECTED LOCAL GOVERNMENT)

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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 occupational safety; revising the requirements of written safety programs in certain workplaces to include programs and training related to the mitigation of heat illness and exposure to poor air quality; and providing other matters properly relating thereto.

**Legislative Counsel's Digest:**

Existing law requires the Division of Industrial Relations of the Department of Business and Industry to provide for the establishment and supervision of programs for the education and training of employers and employees on certain unsafe or unhealthful working conditions. (NRS 618.353) Existing law requires certain employers to establish a written safety program and implement the safety program within 90 days after it is established. (NRS 618.383) This bill requires such a written safety program to include: (1) a program to mitigate heat illness on any day that the temperature is expected to be 95 degrees Fahrenheit or greater; (2) a training program for employees who may be affected by issues related to heat illness; (3) a program to mitigate exposure to poor air quality on any day that employees are exposed to air with an Environmental Protection Agency Air Quality Index value of 201 or greater; and (4) a training program for employees who may be exposed to poor air quality on the hazards of working without personal protection equipment. This bill further requires these programs and training to be conducted and made available in a language and format that is understandable to each employee.



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

**Section 1.** NRS 618.383 is hereby amended to read as follows:

618.383 1. Except as otherwise provided in subsections 8 and 9, an employer shall establish a written safety program and carry out the requirements of the program within 90 days after it is established.

2. The written safety program must include:

(a) The establishment of a training program for employees concerning safety in the workplace, particularly in those areas where there have been recurring injuries or where explosives are manufactured.

(b) *The establishment of a program to mitigate heat illness on any day that the expected temperature is 95 degrees Fahrenheit or greater regardless of whether employees work outdoors or in an indoor setting without climate control. The program must include, without limitation, the provision of:*

*(1) Not less than one quart of fresh, pure and cool potable drinking water per employee for each hour the employee is required to work;*

*(2) Access by an employee to an area with shade that is open to the air or provided with ventilation or cooling;*

*(3) Mandatory breaks for employees for a period not less than 10 minutes for each hour the employee is required to work to prevent the occurrence of heat illness;*

*(4) A system for monitoring employees for signs of heat illness; and*

*(5) Procedures for responding to a medical emergency related to heat illness.*

(c) *The establishment of a training program for employees who may be affected by issues related to heat illness, which must include, without limitation, information regarding:*

*(1) The different types of heat illness and the common signs and symptoms of heat illness;*

*(2) Working conditions in which heat illness may occur;*

*(3) The importance of acclimatization; and*

*(4) Recovery procedures after experiencing heat illness.*

(d) *The establishment of a program to mitigate exposure to poor air quality on any day employees are exposed to air with an Environmental Protection Agency Air Quality Index value of 201 or greater. The program must include, without limitation, the provision of:*



(1) *Proper respiratory protection equipment, which may include, without limitation, disposable filtering facepiece respirators, half facepiece respirators or full facepiece respirators;*

(2) *Not less than one quart of fresh, pure and cool potable drinking water per employee for each hour the employee is required to work;*

(3) *Access by an employee to an indoor environment with appropriate ventilation and air filtering;*

(4) *Mandatory breaks for employees for a period not less than 10 minutes for each hour the employee is required to work; and*

(5) *A system for monitoring employees for signs of health effects resulting from exposure to poor air quality as a result of wildfire smoke.*

(e) *The establishment of a training program for employees who may be exposed to poor air quality on the hazards of working without personal protection equipment.*

(f) If an employer has more than 25 employees, or if an employer's employees are engaged in the manufacture of explosives, the establishment of a safety committee. The safety committee must include representatives of employees. If the employees are represented by a labor organization, the representatives of employees must be selected by the employees and not appointed by the employer.

3. A representative of employees while engaging in the business of a safety committee, including attendance at meetings, authorized inspections or any other activity of the committee, must be paid by his or her employer as if that employee were engaged in the employee's usual work activities.

4. The written safety program , *program to mitigate heat illness, program to mitigate exposure to poor air quality* and all training programs required pursuant to this section must be conducted and made available in a language and format that is understandable to each employee.

5. The Administrator of the Division shall adopt regulations establishing the minimum requirements for a written safety program.

6. The Administrator of the Division shall develop and provide each employer with a written guide for establishing a written safety program.

7. An employer who contracts with a temporary employment service shall provide specialized training concerning safety for the employees of the service before they begin work at each site or as soon as possible thereafter.



8. An employer who has 10 or fewer employees is exempted from the provisions of this section unless the employer has employees engaged in the manufacture of explosives.

9. For the purposes of this section, an employer in the mining industry shall not be deemed to be a manufacturer of explosives.

10. Except as otherwise provided in subsection 11, as used in this section, "explosives" means gunpowders, powders used for blasting, all forms of high explosives, blasting materials, fuses other than electric circuit breakers, detonators and other detonating agents, smokeless powders, other explosive or incendiary devices and any chemical compound, mechanical mixture or device that contains any oxidizing and combustible units, or other ingredients, in such proportions, quantities or packing that ignition by fire, friction, concussion, percussion or detonation of the compound, mixture or device or any part thereof may cause an explosion.

11. For the purposes of this section, an explosive does not include:

(a) Ammunition for small arms, or any component thereof;

(b) Black powder commercially manufactured in quantities that do not exceed 50 pounds, percussion caps, safety and pyrotechnic fuses, quills, quick and slow matches, and friction primers that are intended to be used solely for sporting, recreation or cultural purposes:

(1) In an antique firearm, as that term is defined in 18 U.S.C. § 921(a)(16), as that section existed on January 1, 1999; or

(2) In an antique device which is exempted from the definition of "destructive device" pursuant to 18 U.S.C. § 921(a)(4), as that section existed on January 1, 1999; or

(c) Any explosive that is manufactured under the regulation of a military department of the United States, or that is distributed to, or possessed or stored by, the military or naval service or any other agency of the United States, or an arsenal, a navy yard, a depot or any other establishment owned by or operated on behalf of the United States.

**12. As used in this section:**

(a) *"Acclimatization" means the temporary adaptation of a person's body to work in the heat that occurs gradually when the person is exposed to heat.*

(b) *"Heat illness" means a medical condition resulting from the body's inability to cope with a particular heat load and includes, without limitation, heat cramps, heat rash, heat exhaustion, fainting and heat stroke.*

**Sec. 2.** The provisions of NRS 354.599 do not apply to any additional expenses of a local government that are related to the provisions of this act.



1     **Sec. 3.** 1. This section becomes effective upon passage and  
2 approval.

3     2. Sections 1 and 2 of this act become effective:

4     (a) Upon passage and approval for the purpose of adopting any  
5 regulations and performing any other preparatory administrative  
6 tasks that are necessary to carry out the provisions of this act; and

7     (b) On January 1, 2024, for all other purposes.

