

**MINUTES OF THE MEETING
OF THE
ASSEMBLY COMMITTEE ON GOVERNMENT AFFAIRS**

**Eighty-Third Session
March 21, 2025**

The Committee on Government Affairs was called to order by Chair Venicia Considine at 8:03 a.m. on Friday, March 21, 2025, in Room 4100 of the Legislative Building, 401 South Carson Street, Carson City, Nevada. The meeting was videoconferenced to Room 1 of the Nevada Legislature Hearing Rooms, 7120 Amigo Street, Las Vegas, Nevada. Copies of the minutes, including the Agenda [[Exhibit A](#)], the Attendance Roster [[Exhibit B](#)], and other substantive exhibits, are available and on file in the Research Library of the Legislative Counsel Bureau and on the Nevada Legislature's website at www.leg.state.nv.us/App/NELIS/REL/83rd2025.

COMMITTEE MEMBERS PRESENT:

Assemblymember Venicia Considine, Chair
Assemblymember Duy Nguyen, Vice Chair
Assemblymember Max E. Carter II
Assemblymember Rich DeLong
Assemblymember Reuben D'Silva
Assemblymember Rebecca Edgeworth
Assemblymember Tanya P. Flanagan
Assemblymember Danielle Gallant
Assemblymember Heather Goulding
Assemblymember Bert K. Gurr
Assemblymember Linda F. Hunt
Assemblymember Jovan A. Jackson
Assemblymember Venise Karris
Assemblymember Heidi Kasama

COMMITTEE MEMBERS ABSENT:

None

GUEST LEGISLATORS PRESENT:

Assemblymember Daniele Monroe-Moreno, Assembly District No. 1

STAFF MEMBERS PRESENT:

Alex Drozdoff, Committee Policy Analyst
Brody Leiser, Assembly Chief Principal Deputy Fiscal Analyst

Minutes ID: 503



Sarah Delap, Committee Counsel
Judi Bishop, Committee Manager
William Puchert, Committee Secretary
Mary Whalen, Committee Assistant

OTHERS PRESENT:

Greg Esposito, representing Plumbers, Pipefitters and Service Technicians, Local 525
Wendy Colborne, Chief of Staff, Building and Construction Trades Council of Northern Nevada
Avree Mulliner, Private Citizen, Reno, Nevada
Andrew LePeilbet, Chairman, United Veterans Legislative Council
Kent M. Ervin, Ph.D., Director of Government Relations, Nevada Faculty Alliance
Evelyn Pacheco, President, Nevada Women in Trades
Jordan Iniguez-Pacheco, Private Citizen, Las Vegas, Nevada
Royal Pacheco-Dillon, Private Citizen, Las Vegas, Nevada
Clara Thomas, Private Citizen, North Las Vegas, Nevada
Meghan Collins, Private Citizen
Matthew DeFalco, representing Nevada Veterans Caucus
Fred Wagar, representing Veterans of Foreign Wars; and Disabled American Veterans
Christian Solomon, Nevada State Director, RISE
Kamilah Bywaters, Co-Chair, Las Vegas Alliance of Black School Educators
Robert Sumlin, Private Citizen, Las Vegas, Nevada
Ardelle Bellman, Private Citizen, Las Vegas, Nevada
Martin Walker, Private Citizen, Las Vegas, Nevada
Raysha Pacheco, Private Citizen
Sunny Rivera, Private Citizen
Jessica Stender, Policy Director, Equal Rights Advocates
Laura Perkins, Private Citizen, Las Vegas, Nevada
Marcus Sherfield, Private Citizen, Las Vegas, Nevada
Pamela White, Private Citizen
Donna Lee, Private Citizen
Belinda Strong, Private Citizen
Mac Bybee, President and CEO, Nevada Chapter, Associated Builders and Contractors
Brian Reeder, representing Nevada Contractors Association
Nick Schneider, Director of Government Affairs, Vegas Chamber
Brett Harris, Labor Commissioner, Office of Labor Commissioner, Department of Business & Industry
Dan Gordon, President, Nevada Police Union
Randy Soltero, representing American Federation of State, County and Municipal Employees
Troyce Krumme, Chairman, Las Vegas Metro Police Managers and Supervisors Association

Richard P. McCann, representing Nevada Association of Public Safety Officers; and
Nevada Law Enforcement Coalition
Todd Ingalsbee, President, Professional Fire Fighters of Nevada
Teresa Benitez-Thompson, Chief of Staff, Office of the Attorney General
Al Rojas, Private Citizen, Las Vegas, Nevada

Chair Considine:

[Roll was taken. Committee protocols and rules were explained.] Today, we will hear two bills. First, we will hear Assembly Bill 222, which revises provisions relating to public works, followed by Assembly Bill 356, which revises provisions relating to collective bargaining agreements. Then we will conduct a work session to take actions on measures the Committee has heard in previous meetings. We will begin with Assembly Bill 222. I will now open the hearing on Assembly Bill 222. To present this measure, we have Assemblymember Jackson and some copresenters.

Assembly Bill 222: Revises provisions relating to public works. (BDR 28-675)

Assemblymember Jovan A. Jackson, Assembly District No. 6:

Today I will be presenting Assembly Bill 222, which revises provisions relating to public works. I have three copresenters with me, Greg Esposito, Wendy Colborne, and Avree Mulliner, to present this measure. I will briefly set the stage for the bill and provide an overview of the amendment, then I will turn things over to the professionals.

Trades are vital to our workforce, but we all know not all populations are represented evenly. Women, for example, are vastly underrepresented, with the *Nevada Appeal* reporting recently that less than 10 percent of these trade jobs in the United States are filled by women. We need to start building out our workforce more evenly. One such method for addressing this issue is through apprenticeships, which balance skills-based education and on-the-job training, making them critical pipelines for trades. With Assembly Bill 222, I aim to implement certain accountability and support measures in our state apprenticeship programs with our goals of prioritizing the number of women and other specific populations in these programs. I know there were a lot of amendments flying out there, but I hope everyone has the right amendment in front of them.

I would now like to briefly review the conceptual amendment on NELIS [Nevada Electronic Legislative Information System], as it makes significant changes to the bill [[Exhibit C](#)]. I think it might be clearer to focus my presentation on that. The amendment requires all registered apprenticeships in Nevada to report certain different demographic data to the state apprenticeship director, such as how many women, veterans, and members of minority groups applied and were accepted to apprenticeships, among other data. The state apprenticeship director must determine if any apprenticeships have met the minority- and women-utilization rate outlined in their apprenticeship standards and must issue a letter to the apprenticeship recording their findings. The state apprenticeship director must also annually report the data collected to the Legislature.

Furthermore, the Department of Employment, Training and Rehabilitation (DETR) must make certain programs and resources available to register to apprenticeships that have not met the outlying minority- and women-utilization rate. Finally, the Governor's Office of Economic Development (GOED) will make grants for educational program advancements available to register apprenticeships that have met the minority- and women-utilization rate. With that all being said, I would like to pass it to my copresenters.

Greg Esposito, representing Plumbers, Pipefitters and Service Technicians, Local 525:

When a scientist has a hypothesis, they propose a question, and they propose what they expect the outcome of that question to be. Then in between that, there is a lot of research and a lot of data collecting. This is the second time this idea has come before this body; there has been a hypothesis and then there has been a solution. What has not happened is that data collection. This amendment to the original bill is designed to fill that gap [[Exhibit C](#)].

The Assemblymember mentioned how important it is to make sure that the trades, the apprenticeships, and the workforce development programs have a broad spectrum of participation. Apprenticeships have worked on that as well as they can for many years. As a matter of fact, the data that is mandated here does, for the most part, already get reported up to the apprenticeship director. Where the lacking is, the apprenticeship director has not ever told you guys what the results are. That is the extra step. It will solidify the need to collect important data and then create the step of reporting it up to the apprenticeship director so they can report it to you. In the interim, you can decide if there is a need to fill a gap.

The amendment was supposed to also include for-profit trade programs because you cannot just keep picking on apprenticeships. The head of the Southern Nevada Building Trades Unions pointed it out to us a little bit ago that there are plenty of for-profit trade schools that do not have to report their application, their recruitment, and their acceptance rates for any of these categories. I am not quite sure that some of the trade programs with the colleges have to report these standards, so the amendment called out how there are government committees that oversee for-profit trade organizations; the same reporting needs to happen to them. Then community colleges should be reporting to the deputy director [*sic*] of Nevada System of Higher Education (NSHE) over trade programs. Then you can take that information and do with it as you see fit, but you cannot do anything until you know what the situation is, whether or not there are women and minorities, veterans, and formerly incarcerated people applying and what their acceptance rates are, and what their rejection rates may be. The final part of the bill utilizes existing resources to help improve the situation.

If a program is not meeting the standards they have set out in their own documents, DETR should make their existing resources available to those programs. Hey, do you know we have job boards? We have job fairs. Are you participating? If programs do meet their requirements, then GOED can step in. Hey, we have resources and grants available to make sure that your training program is covering the spectrum of what a populace needs and what the individuals need. We truly appreciate the opportunity to submit this amendment and hope that we can move forward to take a look at what is happening out there when it comes to

workforce development and training. Then you can decide how to move forward in coming legislation.

Wendy Colborne, Chief of Staff, Building and Construction Trades Council of Northern Nevada:

As my copresenters have said, the goal of this bill is to collect information so we can make better decisions about recruitment and about engaging women, specifically women, to get into the trades. We do have some but it is not a career for everybody, and finding out the specific reasons why women are leaving before they just disappear into the ether and go find another career would really help us reach out to women and make sure their needs are being supported in our trades programs.

Women do face a unique set of circumstances and difficulties in male-dominated professions of all types, but especially construction. We have been working really hard here in northern Nevada, and the building trades unions have been working hard nationwide, to try to engage. Getting this information together would be a huge assistance to us to be able to do that lift. I have had the privilege of attending the national Building Trades Unions' [North America's Building Trades Unions] Tradeswomen Build Nations Conference, which is a national gathering of tradeswomen from across the country, thousands and thousands of tradeswomen coming together and discussing tradeswomen issues. It is truly inspiring but also emotionally staggering to see what women still face in the trades. Finding any way we can uplift them here in Nevada would make a big difference to increasing those numbers.

Avree Mulliner, Private Citizen, Reno, Nevada:

I am currently an apprentice in the pipe trades union at Local 350. I came here today to tell you how difficult being a woman in construction is. I know there are people in the room who understand, can personally relate, and have seen how it has grown, but there is still a very staggering level of differences while women are still in construction, and they are attempting to break that glass ceiling.

My time in Local 350—I term out here in about three months and I will be a journey person—I can tell you that since the day I started it has been a challenge. This career is not for everybody, men and women alike, but especially women. This trade apprenticeship does not call for women to start families or women who have families already. There are no facilities that open at 5 a.m. so you can do day care drop-offs for your children. If you are thinking about starting a family as I am right now, it is a struggle to facilitate having the time off to take care of your infant. To be a mother—pregnant in this industry—there are not any avenues for you as a pregnant mother to keep working. If you are working, you are working out in the field, you are still doing manual labor, and there are no accommodations. I am also a veteran, so I have been in a male-dominated industry my entire life since I was 17. That is when I first joined the military. I have grown up—it has been a decade that I have been around very male-dominated fields.

I have dealt with my own personal challenges. I have seen other women deal with their own personal challenges as well in all of this. It is a struggle for sure. There have been times when

I wanted to drop out. I faced a physical battery and assault on a roof by my own boss—alone on a roof with somebody I was supposed to be able to do my job with. There are men who do not want us to be able to do their job. I just feel like that needs to be conveyed, needs to be talked about, and needs to be reported on. I have gone to AFL-CIO conventions. I have been involved in the Tradeswomen Build Nations conventions for the last three, going on four years. This will be my fourth year. Those events, coming together, but realizing again, how little the apprenticeships have for women to come in, there is nothing offered. I know it is a struggle to try to provide avenues and support for women in construction and you do not want to be considered a liability; you want to be an asset as a woman in any industry, a lot of the times what you are trying to overcome. There are still differences that need to be talked about, and it is blatantly obvious that there are differences between women in male-dominated industries. I just want us to have that conversation, and I think that is what this would do—to be able to give you that understanding so there is no miscommunication, and it gives us that direct line of understanding.

Assemblymember Jackson:

To give a quick background on this bill, this was presented last session as Assembly Bill 305 of the 82nd Session. It focused on getting women in trades. It focused on apprenticeships and general contractors, that they had to have a certain percentage of women in trade for a certain type of horizontal or vertical development. The original Assembly Bill 305 of the 82nd Session focused on apprenticeships and general contractors because that is the main pipeline to trades, and apprenticeships to contracting. This amendment focuses just on the apprenticeships. I know there were a lot of amendments out there floating around, but I just want to be clear that as introduced, this focuses solely on the apprenticeships. I do not mean to pick on the apprenticeships or anything like that. The original intent was the concern with the apprenticeships and the general contractors. That is where the focus will be, but I may consider other amendments at a later time.

I also want to recognize this came from the community and the concern came from the community. I do not know much about apprenticeships or hard labor at that, but the concern came from the community, from women in trades. I got to work with Ms. Pacheco for a few years with her graduations, with her Women In Trades. I have spoken to at least 80 to 100 women from her program who are interested in trades. There are women who want to be in trades. There are women who want to be in apprenticeships. I think the main goal of this bill is, what is the why? Why are there not enough women in trades? We do not want to punish individuals for not being able to hire women. We want to understand the why and then be able to move forward. We are ready for questions.

Chair Considine:

Thank you, you did a great job. Our first question is from Vice Chair Nguyen.

Assemblymember Nguyen:

I want to clarify a couple of things on the amendment and thank you for giving us the heads-up on this. The next to last paragraph—the department that you want to be able to appropriate programs for, I am sure you meant "employment," right? Not "education"?

Greg Esposito:

We meant DETR, which is the Department of Employment, Training, and Education.

Assemblymember Nguyen:

No, it is the Department of Employment, Training and Rehabilitation (DETR).

Greg Esposito:

D-E-T-R, okay.

Assemblymember Nguyen:

Of course, we have a separate Department of Education. I just want to make sure that you are intending the right department for this purpose.

Greg Esposito:

Whatever acronym DETR stands for, that is all I care about.

Assemblymember Nguyen:

Perfect. Thank you so much. I just want to get that clear on the record.

Assemblymember Karris:

This bill has grown leaps and bounds from its original and it is very good because the data does need to be collected before the next step, which is where you are going with the original part. Kudos to you on that. My question is, in going through this amendment, and you mentioned that you also wanted it to include for-profit trade schools, who will the for-profit trade schools report their data to?

Assemblymember Jackson:

The amendment I presented to the Committee only focused on apprenticeships. But hypothetically speaking, maybe Mr. Esposito has mentioned that. As introduced, it is only focusing on apprenticeships.

Greg Esposito:

I apologize for muddying the waters. I did not see this piece of paper after I printed it out. I apologize. I was talking to a different amendment. It is as the Assemblymember has presented.

Assemblymember Goulding:

Mr. Esposito, you said the apprenticeship programs are already collecting this data. Is that correct?

Greg Esposito:

For the most part, yes. Almost everything that is on this list is collected and is supposed to be reported up to the state apprenticeship director.

Assemblymember Goulding:

Would this bill change your ability to collect data or how you could be responding to that data already? I am trying to understand what additional value the bill brings in your ability to address the question. I think the meat of the question here is making sure apprenticeship programs are responding to the data.

Assemblymember Jackson:

There is federal reporting. Most apprenticeships do—I do not want to be incorrect, so correct me if I am wrong—report their data on a federal level. I would say this also as an extra request with the why. Why are women dropping out of the trades? It is not like when they do, if they do quit, if they do not finish that, they have to report it, if it is provided. If the reason why they left is provided, whether it is childcare, testing, or whatever it was, that is the unique thing about this bill. We want to understand why women are not in trades. Then like Mr. Esposito said earlier, it allows them to report the data directly to the apprenticeship program directors so we can have that relation between the state and the apprenticeship program.

Assemblymember Kasama:

I am sorry, I am a little confused. With the amendment here, it says "Intent of The Amendment: The amendment to this bill aims to align with the original bill." Is the original bill still in place that I have here, or is all of that deleted? It does not clearly say the original one is deleted and that it will only be this amendment.

Assemblymember Jackson:

Just to clarify that, the original intent was to get more women in trades. The original bill was very demanding and maybe not realistic for a lot of individuals to do. I did not want to present a bill that was not realistic and a bill that I did not completely understand because that is not my background. I wanted to get the facts first, get the data first, and then make the efforts to recruit women, to recruit veterans, and to recruit minorities into trades. I just feel like the original bill jumped steps to the end goal, but it is still the original intent of trying to get more women, veterans, and underrepresented populations in trades.

Assemblymember Kasama:

Great, so all of the original is deleted and it is just this amendment. Then my other follow-up question is the fiscal note. It is \$1.7 million. Was that based on the original bill as written and now is there none with just this amendment, or how does that fit into all of this?

Assemblymember Jackson:

I do not have the answer.

Chair Considine:

I believe the fiscal notes are on the original intent of the bill, especially since the amendment has not been brought in. As a policy Committee, I do not really have a good answer for you, but it is definitely something that can be followed up separately.

Assemblymember Flanagan:

I think my question is evolving in my head. It has to do with the recruitment component in the original intent of this bill and still the indirect intention of the bill. I am going to make the question for now based on the language that says DETR and GOED will provide these grants to support training. Is that after—it reads like once reporting has been done, then there is an evaluation and there will be support, or is it once the reporting has been done? Mr. Esposito has expressed that there is already some tracking of the data. I am wondering when these grant support spaces come into play. I want to know what the recruitment effort was going to look like as well.

Greg Esposito:

The way the bill is written, once the data has been reported and, in the first sentence after the bullet points, the apprenticeship director will let the apprenticeships know whether or not they have met their own standards, which they should know already. Then the way the bill is written, it would kick in to where DETR should be informed, Hey, this apprenticeship needs a little assistance with its recruitment efforts, and GOED should be informed, Hey, this apprenticeship has quite a few women and minorities, and such. They could use some educational funding assistance. Please make your programs available to them.

I will say there is nothing stopping DETR tomorrow from making its opportunities available and known to apprenticeships, nothing stopping GOED, and there is nothing stopping the apprenticeship director from reporting up the information they have to you guys tomorrow. This bill is sort of memorializing a good pathway to collecting data and you making judgments. It is very permissive; all this can happen before this bill passes. All these government agencies exist, these programs exist, and the data exists. It is just a matter of getting the people to do it to where we can address and see if there is a problem, and then address it if there is.

Assemblymember Jackson:

We want to reward folks who are doing the work and who want to do the work with the grant opportunities.

Assemblymember Gallant:

Ms. Mulliner, thank you for sharing your story. As a 51 percent owner of a construction company, the guys do not like taking directions from me. I appreciate the why that you guys are trying to get to, like why are more women not coming to the industry? Why are they leaving? I am wondering how the reporting is going to help find that out when we are hearing your story, and it seems pretty apparent to me that there is a cultural issue within the industry and that is something that really needs to be handled internally. This body and no state government can help change the minds of men unless it is done at the top within each of those organizations.

Greg Esposito:

Let us take, for example, the issue of childcare. That seems to be a recurring theme as a barrier for women getting into the trades because they are traditionally tasked with childcare

in the family unit. After a couple of years of this study, if they see the results of this data, the state may decide that there is some sort of subsidy available for childcare for women in the trades. Maybe the state has some program that it might want to put into place regarding penalties for discrimination in the trades. The data should get reported to you guys. This way, if there is a solution to barriers, whether it be by minorities or formerly incarcerated people, or women, then you can make the call as to whether some legislation needs to pass to remove those barriers or address those barriers. That is ultimately why, in my opinion, this is in front of you, so eventually, over time, you can learn the problem and figure out a solution for the minorities and women of the state.

Assemblymember Gallant:

I appreciate that. But as a business owner, my employees, when I value them, I make adjustments to be able to ensure they can do a work-life balance. That is important. I am wondering why it is on the state to make that determination. I have been to the union hall; you guys have plenty of space. Why not, as an organization, create support for the employees that you value and create a small day care center within the union hall. I am just asking why that is not a possibility.

Wendy Colborne:

We have had extensive discussions with the Boys and Girls Clubs up here in northern Nevada and with other childcare providers to try to find that direct solution. One of our biggest obstacles is the physical space to do it. All our programs are independent. Also, it is not like there is a single, central point where you have one funding source for this. Northern Nevada is a lot smaller than southern Nevada, and we have our individual programs, electricians, operating engineers, plumbers, and pipefitters. For any individual, one of those to provide a child care facility of its own would be a very heavy lift for a very small number of female apprentices. What we are dealing with is kind of a catch-22 where, because we do not have a lot of women in the trades yet, there is not that feeling of a need to respond for these trade programs.

The goal is to get more women into the trades and then build that virtuous cycle there. It is a lift, as you know yourself, working in construction. Bringing more women into the field can be a challenge, but it is something we are sensible to. I think the overall intent of this bill is also to provide a carrot to incentivize bringing more women into the apprenticeship programs with that potential grant funding the programs could apply for if they meet certain thresholds for women in these programs. If you provide that carrot and give these apprenticeship programs a reason to want more women in the programs and market more aggressively to them, you do gradually see a cultural shift where if you can see it, you can be it. Then when you see more women in the trades, you see it as a potential pathway for yourself as a woman.

Assemblymember Jackson:

I just want to thank you for leading the way in an industry that has been male-dominated. Being a construction owner or a general contractor has usually been held by men. I think you really highlight the importance of this bill. I just want to say thank you.

Assemblymember Flanagan:

As you work on this, can we expect—based on the way the language is written, I know it is to collect data—that you will make some specific actionable efforts in the recruitment that we can hear about going forward?

Greg Esposito:

If you go back and watch my testimony from two years ago, you will see that I called upon everybody I was speaking to that day. All the legislators, invite us to your community events, invite us to your job fairs, invite us to every time you are stepping out in the community. A lot of unions have spent a lot of money on job trailers and training trailers to give young people and different demographics hands-on experience while coming to them. What I believe a good answer to your question is, Oh, yes. Trust me, we are not stopping recruitment, and making sure we are not a well-kept secret is a large part of what our apprenticeships are right now. Anytime someone sends me an opportunity—Assemblymember Monroe-Moreno holds a block party, I just attended City Councilwoman Shondra Summers-Armstrong's block party—I send that to our training coordinators and they jump on it with a fervor. To answer your question, Gladly.

Chair Considine:

We would like to now move on to testimony on the bill. I would like to begin here with support testimony from Carson City.

Andrew LePeilbet, Chairman, United Veterans Legislative Council:

I represent the United Veterans Legislative Council (UVLC) for Nevada and the 250,000 veterans in our state. I am going to get a lifetime into two minutes here. I am testifying also as a father of four daughters. My oldest daughter decided college did not work for her, so she was going to drive big rigs. Guess what delivers all the materials for our public worksites? Big rigs, 18-wheelers. Well, this daughter was 5 foot 2 and she went down to be trained to be a commercial driver's license (CDL) driver. They told her from the very first, You will never make it. Well, she had a good mother, so she never gave up and she ended up getting her CDL—30 years in that. This is my oldest daughter of the four and she ended up owning her own trucking business, which she started as the only employee, 5 foot 2. We used to kid about, How do you reach the pedals, dear? Which, 5 foot 2, she developed and learned to be an expert at that and developed a business. She recently sold it after 18 years, but she had the same thing we had the apprentice talk about, just one barrier after the other. I have four amazing daughters. One even has an Olympic gold medal. It is because they had a great mother because the dad was never at home.

The UVLC totally supports this bill. We worked on it with Ms. Pacheco and down in Las Vegas two years ago. We need—the preferences in the bill are for women and veterans. By the way, veterans, we do not look at them as men or women. We look at them as veterans because they all served. The UVLC is 100 percent behind this bill as amended.

Kent M. Ervin, Ph.D., Director of Government Relations, Nevada Faculty Alliance:

Our career and technical education programs at our public colleges and universities work hand in hand with these apprenticeship programs and sometimes in partnership, and we fully support the intent of the bill as amended.

Chair Considine:

Is there anyone else here in Carson City wishing to testify in support of Assembly Bill 222? Seeing no one, and seeing some folks in Las Vegas, we will start in Las Vegas.

Evelyn Pacheco, President, Nevada Women in Trades:

I want to thank Assemblymember Jackson. I really appreciate him and thank him for being in the trenches with me, seeing the vision, and working with me for over five years with talking to the ladies and Nevada Women in Trades. I also have both my granddaughters who are going to testify to support the bill. I am the first Black woman and Black woman veteran to get a plumber's license in the state of Nevada. I am the first woman and the first Black woman veteran to be commander of American Legion Post 51. I am also the president of Nevada Women in Trades.

Tradeswomen Build Nations Conference started in 1995. In 2022, the Tradeswomen Build Nations Conference was held in Las Vegas at the Paris Hotel on the Strip. There were over 3,000 union women who attended this conference with the support of the United Association, North America's Building Trades Union, AFL-CIO, Southern Nevada Building Trades Union, Mechanical Contractors Association of America, and Tradeswomen Taskforce in Canada was there too.

To have data for women labor hours is to address the systemic inequities in public works projects, registered apprenticeship programs, contractors, and subcontractors. This act seeks to ensure workforce diversity, expand economic mobility, and strengthen Nevada's labor market while aligning with national best practices to achieve our bipartisan support.

Chair Considine:

Ms. Pacheco, that is your two minutes. If you could quickly wrap up, please. Thank you.

Evelyn Pacheco:

Millions of taxpayer dollars are coming into Nevada for public works projects. Every taxpayer should be able to have a job using taxpayer dollars. This is happening so we can fix this, and everyone deserves an opportunity. Assembly Bill 222 advances Nevada's commitment to workforce equity while incorporating bipartisan priorities such as veterans support, economic development, accountability, and making sure Nevada remains a leader in inclusive public work policies and skilled trades development. I ask and I urge you to support Assembly Bill 222.

[[Exhibit D](#), [Exhibit E](#), and [Exhibit F](#) were submitted and made part of the record.]

Jordan Iniguez-Pacheco, Private Citizen, Las Vegas, Nevada:

I support Assembly Bill 222.

Royal Pacheco-Dillon, Private Citizen, Las Vegas, Nevada:

I support Assembly Bill 222.

Clara Thomas, Private Citizen, North Las Vegas, Nevada:

I am the former assemblymember for Assembly District 17 in beautiful North Las Vegas. I am proud to testify to Assembly Bill 222 this morning to the hardest-working committee in the Nevada legislative committee rooms. This bill right now is one I had the honor of working on in the 82nd Session of the Legislature. I think this amendment, to what was originally worked on, A.B. 305 of the 82nd Session, is pertinent to the success of workforce development. As we know, times are changing. We have so many homes that need to be built; we have industry that is coming to our state, and it is imperative that we have all workforce doing this building because if we only limit it to the men in the state of Nevada, then we have an issue and that issue is hiring what the unions call "travelers" from other states—from California, from Utah, from Arizona, from Texas, and from all over the United States.

When we have workforce here we can train and keep that revenue in the state of Nevada. I think it is imperative that we look at this data and not five years from now, but now, so we can start building upon something we know in the future is coming fast and furious, and that is housing, that is industry for stadiums that are being built as we speak.

Chair Considine:

That is your two minutes. If you could quickly wrap up.

Clara Thomas:

I am honored to fully support, as amended, Assembly Bill 222.

Chair Considine:

Is there anyone else in Las Vegas wishing to testify in support of Assembly Bill 222? Seeing no one approach, is there anyone on the line testifying in support for Assembly Bill 222?

Meghan Collins, Private Citizen:

I strongly urge the Committee to support Assembly Bill 222. Thank you.

Matthew DeFalco, representing Nevada Veterans Caucus:

The Nevada Veterans Caucus strongly supports Assembly Bill 222, which prioritizes veterans in hiring for public works projects. Many veterans face challenges transitioning to civilian careers despite their valuable skills and work ethic. This bill ensures they have fair access to stable employment. By incorporating veterans into public works, Assembly Bill 222 strengthens our communities with a workforce that is disciplined, skilled, and mission driven. Additionally, it aligns with Nevada's commitment to workforce development and economic growth. We also want to give a special shout-out to our hero,

Evelyn Pacheco, and the Nevada Women in Trades for their tireless efforts in championing opportunities for women and veterans in the skilled trades. Their work is instrumental in ensuring that underrepresented communities have access to good-paying careers in construction and beyond. We urge the Committee to support Assembly Bill 222 and provide veterans with the opportunities they have earned through their service.

Fred Wagar, representing Veterans of Foreign Wars; and Disabled American Veterans:

I represent the 39,000 members [unintelligible] of the Veterans of Foreign Wars (VFW) and the Disabled American Veterans (DAV). We want to thank Assemblymember Jackson for sponsoring this bill. The VFW/DAV support Assembly Bill 222, as this bill, in part, supports those who have been honorably discharged from our Armed Forces of the United States, especially when it comes to employment of our women veterans. We would like to also recognize Evelyn Pacheco for everything she has done with Women in Trades. We would ask the Committee to support Assembly Bill 222.

Christian Solomon, Nevada State Director, RISE:

I want to speak in support of Assembly Bill 222. As an advocacy organization for college students and youth, RISE seeks to broaden trade apprentice opportunities for all Nevada youth because we know the trades are another viable avenue for their professional development. Apprenticeships to us are just another form of higher education. We also greatly appreciate the intention behind including more women in the trades and want to see this effort for recruitment expanded under this legislation. Huge shout-out to Evelyn Pacheco from Nevada Women in Trades and Assemblymember Jackson for your work on this legislation. Thank you for your consideration, and I strongly urge you to support Assembly Bill 222.

Kamilah Bywaters, Co-Chair, Las Vegas Alliance of Black School Educators:

We are in support of Assembly Bill 222. Unfortunately, in our society we do not always have people in positions of power who are intentional about including marginalized communities. I think this would be a great opportunity for the State to step in so we can have some intentionality around including wonderful individuals who would be excellent stakeholders and create space to build our community.

[[Exhibit G](#) was submitted but not discussed.]

Robert Sumlin, Private Citizen, Las Vegas, Nevada:

I am a member of the International Association of Machinists and Aerospace Workers Local Lodge 711 in Sin City, Nevada. I am also an Air Force veteran, and I urge the Committee to strongly support Assembly Bill 222. Thank you and have a great day. You are fantastic, Evelyn, and we support you all the way.

Ardelle Bellman, Private Citizen, Las Vegas, Nevada:

I am urging the support of Assembly Bill 96 is to maintain the trees we have because the trees support a cooler climate in our environment and give off oxygen and the green leaves—

Chair Considine:

I am sorry if I can stop you, caller, it does not seem that your testimony is for Assembly Bill 222. If it is support of another item, would you please call back? [There was no response.]

Martin Walker, Private Citizen, Las Vegas, Nevada:

I am a member of 100 Black Men of Las Vegas, and also an Air Force veteran. We champion workforce development and we believe that support of Assembly Bill 222 is in order. We understand the importance of expanding the diversity of our local workforce and our talent pool. We need to remove those barriers so we can fill the pipeline of local talent to fill those positions. Again, I support Assembly Bill 222 and thank you to Evelyn Pacheco for championing this cause.

Raysha Pacheco, Private Citizen:

I strongly urge the Committee to support Assembly Bill 222.

Sunny Rivera, Private Citizen:

I strongly urge the Committee to support Assembly Bill 222. I am a tradeswoman, and I went through an apprenticeship in the International Union of Operating Engineers. I am currently a rank-and-file member now for well over six years. This career has not only impacted myself but my sons. As a single parent, I can now support my family, have benefits, save for retirement, and have a pension once I actually retire. I support Assembly Bill 222 because having data will help identify gaps in our workforce, which there are many—I had many barriers during my apprenticeship—and ensure that there are underrepresented groups that can attain these high-paying jobs to support themselves, their families, and rely less on government assistance.

Jessica Stender, Policy Director, Equal Rights Advocates:

I am calling in strong support of Assembly Bill 222 on behalf of Equal Rights Advocates and the National Taskforce on Tradeswomen's Issues. We advocate for women and other underrepresented groups to get into apprenticeships and into jobs in the trades. Women, particularly women of color, are steered and segregated into low-wage jobs that keep millions of women and families stuck in perpetual states of poverty and contribute to the overall gender and race wage gap that we see in this country. Not only does this keep women from being able to support themselves with basic necessities like food, rent, and diapers, but it also contributes to long-term financial insecurity and an inability to save for retirement, which contributes to higher rates of poverty in older age for women, especially women of color.

For these reasons, we are strongly supportive of efforts to help women and other underrepresented groups to get into jobs in the trades, and data is key. We know many employers are facing workforce shortages and ensuring that women and veterans and others are able to access these higher-paid jobs will not only support them to have a financially secure life but also help employers who need workers. Thank you so much and we really support this bill and urge your vote and support.

Laura Perkins, Private Citizen, Las Vegas, Nevada:

As a former regent for the Nevada System of Higher Education, I strongly urge the Committee to support Assembly Bill 222. Being a metrics-driven person, if you do not measure it, it does not matter. Once again, I am in strong support of this amendment.

Marcus Sherfield, Private Citizen, Las Vegas, Nevada:

I just want to make sure to strongly urge you, the Committee, to support Assembly Bill 222. I work in the workforce development side, and I work side by side with youth and young adults who are trying to pursue their apprenticeship. I have seen the challenges they face. Again, I strongly urge you, the Committee, to support Assembly Bill 222.

Pamela White, Private Citizen:

I strongly urge you to support Assembly Bill 222.

Donna Lee, Private Citizen:

This is Donna Lee, retired Navy Vietnam-era veteran. I am not sure if it went through the last time. However, I strongly urge and support Assembly Bill 222, and thank you, Evelyn, for all that you do for our women.

Belinda Strong, Private Citizen:

I strongly urge the Committee to support Assembly Bill 222, and thank you, Evelyn, for your persistency.

[[Exhibit H](#) was submitted but not discussed and will become part of the record.]

Chair Considine:

We will move on to testimony in opposition. Is there anyone here in Carson City wishing to testify in opposition to Assembly Bill 222?

Mac Bybee, President and CEO, Nevada Chapter, Associated Builders and Contractors:

I want to take a minute to thank Assemblymember Jackson. We had a really good conversation earlier this week. I am going to get to a place where I agree with the intent of the amendment. Just want to see the language, as details are in the details, as everybody here well knows.

I want to point out a few things. There are a handful of us in this building who run apprenticeship programs. We are one of them. We have electrical, plumbing, operators, sheet metal, carpentry, and low voltage, and these programs are highly regulated. We have to report on minorities, female, disabilities, and veterans, to meet program requirements. All that stuff is collected. It is a system. It is called Registered Apprenticeship Partners Information Database System. It goes straight to the U.S. Department of Labor. Greg Esposito is correct. This data exists. It is out there. I have never seen it compiled on a state level to give everybody an idea of what is or what is not.

What we do know is, nationwide there are 420-some-odd thousand open construction jobs. There is just not enough of everybody. Nobody is getting turned away based upon race or gender. If you have an aptitude for it, we want you in the trades; we want you to come in; we want to be able to give you the opportunity to train; we want to set you up with a good contractor; we want you to have a career that can be life-changing. That is something that everybody shares. Again, my opposition is to the bill as written. I agree with the intent of the conceptual amendment, and I hope we can get to a place where it can pass.

Brian Reeder, representing Nevada Contractors Association:

Nevada Contractors Association (NCA) represents the commercial construction industry in southern Nevada, and the intent of this bill with the amendment as presented seems like something NCA could support, to gather details about how to recruit a diverse workforce, particularly get more women into the trades. Seems like a great idea, and NCA should be able to get to support.

Nevada Contractors Association is very active when it comes to workforce development and diversity. We partner with the local schools, colleges on career fairs and other events. We reach out directly to school counselors and teachers and host jobsite tours to give kids the hands-on look and feel of a jobsite so they can understand what they might be getting into if they choose that career. Every year, we participate in Construction Career Day, and that is usually about 1,500 kids from across the Las Vegas Valley, ages middle school to college. Then finally we have an online workforce hub that has a job board that has information about the trades—what you can make going into these trades moneywise, funding opportunities, scholarship opportunities, and things like that. There is a lot of work at NCA to recruit workers of all different backgrounds.

Unfortunately, we do, however, oppose the original bill, and I know that is not what was presented this morning, but just sticking with the Committee rules, we oppose the bill as written. We look forward to reviewing the amendment language and getting to support.

Nick Schneider, Director, Government Affairs, Vegas Chamber:

For the sake of brevity, I will go ahead and echo the comments of my colleagues. We did have some concerns with the bill as originally drafted and are just looking forward to the amendment language and working with the bill sponsor. I wanted to quickly thank the bill sponsor as well for meeting with us, and we look forward to finding resolution.

Chair Considine:

Is there anyone else in Carson City, Las Vegas, or on the line wishing to testify in opposition I will move to neutral testimony. Is there anyone here in Carson City who wishes to testify in the neutral position on Assembly Bill 222? Seeing no one approaching, is there anyone in Las Vegas?

Brett Harris, Labor Commissioner, Office of the Labor Commissioner, Department of Business & Industry:

We did submit a fiscal note on the original version of the bill, which essentially asked to triplicate our Apprenticeship Utilization Act regulatory process. That is why that fiscal note is what it is. We have heard the amendment—intended amendment—language. Once that amendment goes through, so long as none of this reporting to us and compliance portion is left, then it would remove the fiscal note as is.

Chair Considine:

Do we have any questions for the Labor Commissioner? [There were none.] Is there anyone else in Las Vegas wishing to testify in neutral on the bill? Seeing no one approach, is there any testimony in neutral on the line on Assembly Bill 222?

Ardelle Bellman, Private Citizen, Las Vegas, Nevada:

We are in favor of Assembly Bill 96, which is to maintain trees—

Chair Considine:

I am sorry, ma'am, but this is testimony only for Assembly Bill 222. That testimony on a bill would be appropriate in public comment today because we are not hearing that bill.

If the presenters would like to come up to make any final remarks.

Assemblymember Jackson:

I failed to mention that Assemblymember Hunt has signed on to be a primary sponsor for Assembly Bill 222. I just want to say, we are talking about women and veterans and trades and it may not be something emotional or traumatizing to you, but women in certain positions, even in this building, face discrimination, hatred. Even though we are just talking about apprenticeships, there is a lot of trauma, a lot of hurt, a lot of emotions, a lot of feelings about being in certain places that are dominated by men traditionally. There are very important values to this bill beyond apprenticeships. It addresses discrimination in the work field and also addresses workforce development.

Chair Considine:

I will now close the hearing on Assembly Bill 222 and open the hearing on Assembly Bill 356, which revises provisions relating to collective bargaining agreements. To present the measure, we have Assemblymember Monroe-Moreno.

**Assembly Bill 356: Revises provisions relating to collective bargaining agreements.
(BDR 23-935)**

Assemblymember Daniele Monroe-Moreno, Assembly District No. 1:

I proudly represent Assembly District 1, which is in Clark County, and I also proudly serve as the Chair of the Committee on Ways and Means. Today, I am presenting Assembly Bill 356, which revises provisions relating to collective bargaining agreements and is a measure that will make government work more effectively and efficiently. Joining me to

assist in answering technical questions and then by phone-a-friend, is a nonpartisan fiscal staff member, Mr. Brody Leiser.

In essence, this bill aligns collective bargaining timelines with budget timelines to allow for a more cohesive, informed budgeting process. To briefly explain the current timeline under existing law, collective bargaining negotiations between the Executive Department's representatives and the bargaining unit's exclusive representative are required to begin within 60 days after one of the parties notifies the other party of the desire to negotiate, on or before October 1 of each even-numbered year, whichever is earlier. If the parties do not reach an agreement, they are authorized to request a mediator within 120 days after beginning negotiations on or before February 1 of an odd-numbered year. Finally, if the parties do not reach an agreement through mediation within ten days after appointing a mediator, mediation must cease and the parties must begin arbitration proceedings on or before February 15, unless they agree to a later date. The arbitrator is then required to render a decision on or before March 5.

Unfortunately, this current timeline does not align with the budget cycle. Since the Economic Forum meets in early December and the Governor's The Executive Budget is presented or submitted in January, most of the collective bargaining process, from requesting mediation to the arbitrator's decision, happens after these crucial components of the budget cycle. As we all know, by March the Legislature is already in session, meaning if additional resources are needed to fund the agreements finalized through the arbitration process, the Legislature must make those decisions, including potential budgetary cuts that may be necessary in order to find the necessary resources to fund the agreements. The lack of alignment between the collective bargaining timeline and the budget cycle simply does not make sense as it takes away the ability to account for these important decisions within the budget on an advance basis.

You should have before you a conceptual amendment and we will be working off that conceptual amendment. As in all negotiation, there has been an amendment to the amendment [[Exhibit I](#)], so you can strike out number 2 on the amendment. The timelines as you see on the amendment would be according to NRS [*Nevada Revised Statutes*] 288.565, NRS 288.570, and NRS 288.575. The amendment will allow collective bargaining to begin within 60 days after notification of the desire to negotiate on or before June 1 of each even-numbered year, whichever is earlier; allow the mediation to begin 120 days after negotiations have begun on or before November 15 of an even-numbered year, whichever is earlier; require the arbitration to begin on or before November 30 of an even-numbered year or any later date set by agreement of the parties; and require an arbitrator to render a decision on or before December 20 of an even-numbered year. That is giving the Executive Branch a little more time to work on their budget before they have to present it to the legislative body.

Again, striking out section 2 of the amendment, we would go to section 3, and it will require the Governor, to the extent practicable, to include in the final biennial proposed The Executive Budget any amount of money agreed upon in the collective bargaining agreement and authorize the Governor to include in the budget any amount of money the

Governor deems appropriate for salaries, wages, or other forms of direct monetary compensation for employees who are not represented in an agreed-upon collective bargaining agreement. It also requires the Governor, if he or she determines that it is not practicable to include any amount agreed upon in a collective bargaining agreement statement in the final biennial proposed The Executive Budget, to submit a report to the Legislature stating the reasons why there is such a determination.

Finally, in section 4, it requires the Economic Forum to prepare a written report of its projection for economic indicators, an estimate of future state revenue, and present the report to the Governor and the Legislature on or before November 15 of each even-numbered year instead of December 3 of each even-numbered year.

Ultimately, we found ourselves in a position when we first got state collective bargaining that found the Legislature in a bind. The collective bargaining agreements were finalized after the legislative body had adjourned sine die. At that point, we as a legislative body cannot fund whatever happens in the collective bargaining agreement. By moving the timelines, it gives the Executive Branch better opportunity to know what those numbers are and put it into the Executive Branch budget that is presented to us in the budget we get as a legislative body. As your fiscal committees, we are able to budget that out properly and common sense into the budget that we as legislators have to provide to the state.

This is a commonsense measure that improves the capacity of efficiency and proper planning within our budget process. I urge you all to support this measure. We know that this legislative session we do not have a lot of money in the budget to work with, but we do have an opportunity to look at the work we do and find ways to be much more effective, much more efficient in how we do business as a government entity. We will stand for questions, and I have my phone-a-friend who will take all the technical questions.

Chair Considine:

Committee members, do we have any questions? Seeing none, that presentation fulfilled all of our questions. What I would like to do now is move on to testimony. We will begin with testimony in support here in Carson City.

Dan Gordon, President, Nevada Police Union:

Nevada Police Union represents both Unit G, which is category 1 line-level officers, and Unit L, which is category 1 supervisors, sergeants, and lieutenants. We would like to express our strong support for the passage of this bill regarding timelines for state employees to start collective bargaining earlier. As it stands now, the ability to effectively negotiate is rushed and limited in scope. The current laws and timelines can sometimes cause more issues than resolutions. Assembly Bill 356 would create a path for more productive negotiations and the ability to eliminate a rush to get agreed-upon contracts done by the end of the legislative session. This bill is exactly what is needed to alleviate many of the negotiation problems we run into today. Thank you, Assemblymember Monroe-Moreno, for presenting this bill. We urge you to support this much-needed bill for the betterment of state employees.

Randy Soltero, representing American Federation of State, County and Municipal Employees:

I am here today to support Assembly Bill 356. We thank Assemblymember Monroe-Moreno for bringing this bill. Currently, AFSCME [American Federation of State, County and Municipal Employees] is in arbitration for their current contract. We believe this legislation will help prevent that happening in the future, and we fully support this legislation.

Troyce Krumme, Chairman, Las Vegas Metro Police Managers and Supervisors Association:

I am the chairman of the Las Vegas Metro Police Managers and Supervisors Association, and I am also here speaking on behalf of every member of the Public Safety Alliance of Nevada. We urge your support for Assembly Bill 356. In 2019, certain state workers were afforded the ability through that legislative cycle to collectively bargain. The Nevada State Police attempted to open bargaining recently and had to take their contract to arbitration, which is a remedy provided for policing in exchange for not being able to strike. Unfortunately, at the end of that decision, which they prevailed because the budget cycle had been removed from them, it was sent up to the Supreme Court where they ultimately got their decision overturned because of the timeline. This bill goes a long way to fix that timeline so they do not run into similar issues.

Richard P. McCann, representing Nevada Association of Public Safety Officers; and Nevada Law Enforcement Coalition:

I am here today to support, obviously, Assembly Bill 356. State employees, including our state law enforcement officers, have been negotiating their contracts only since 2020, give or take, after being given the right to do so in the 2019 Legislature. The parties, frankly both sides, I believe, have been hampered by their ability to commence, continue, and conclude negotiations in a timely and effective manner and with an understanding of whether and how much money might be available to them. Assembly Bill 356 provides a remedy to these issues, and as a result, we urge your support of Assembly Bill 356. As a side note, once again, as everybody has been doing, our thanks to Assemblymember Monroe-Moreno and to Ms. Coffman and Mr. Leiser, the financial geniuses. I cannot even balance my own damn checkbook, but they take care of this stuff on a daily basis. It is a brilliant bill. You need to pass it.

Todd Ingalsbee, President, Professional Fire Fighters of Nevada:

We represent Battle Born Firefighters within the state. We want to thank the Assemblymember for bringing this important legislation. This is continued work that is needed to clean up from the 2019 legislation that was passed. This benefits both sides. This puts both sides in a better position to know exactly where they are financially and help the state, as well. We urge your support and thank you.

Kent M. Ervin, Ph.D., Director, Government Relations, Nevada Faculty Alliance:

Assembly Bill 356 does not affect collective bargaining for higher educational professionals as proposed in Assembly Bill 191, but we support the intent of Assembly Bill 356 as amended and the positive effect on the budgeting process for all state employees. Moving

decisions about state employee compensation earlier in the budget cycle is a good idea. Instead of making these decisions at the very end of sessions, cost-of-living adjustments should be built into The Executive Budget at the outset. We recognize, of course, that the May Economic Forum can change the budget outlook, but then there is still time for adjustments. State agency and Nevada System of Higher Education budgets ought to include necessary inflation adjustments, including for employee compensation, and build other enhancements on top of that as funding is available. Having these decisions happen earlier helps all state employees, whether or not they are part of collective bargaining units. Senate Bill 135 of the 80th Session set timelines that were thought to be reasonable at the time. Assembly Bill 356 makes it work better in the context of the state budgeting process in Nevada. We defer to our public employees partners on other aspects of the amendment.

Chair Considine:

Is there anyone else here in Carson City wishing to testify in support of Assembly Bill 356? Seeing no one, and seeing no one in Las Vegas wishing to testify, is there anyone on the phone lines wishing to testify in support of Assembly Bill 356? [There was no one.]

We will now move on to opposition. Is there anyone here in Carson City, Las Vegas, or on the line wishing to testify in opposition to Assembly Bill 356? [There was no one.] We will now move to neutral testimony. Is there anyone in Carson City wishing to testify in neutral on Assembly Bill 356?

Teresa Benitez-Thompson, Chief of Staff, Office of the Attorney General:

Attorney General Ford is on the record as being a strong supporter for a well-working and fair collective bargaining agreement process for state workers. We are also very understanding of the bill sponsor's intent and want to work with her in terms of lining up these time frames for intent. We have reached out to ask her to engage in conversations and, of course, she was an enthusiastic yes, just so we can talk through some of these timelines a little bit more to make sure our office and the two attorneys who work in this field have the ability to meet the timelines that are being presented.

Chair Considine:

Is there anyone else in Carson City wishing to testify in neutral? Seeing no one, is there anyone in Las Vegas wishing to testify neutral on Assembly Bill 356? Seeing no one approach, is there anyone on the line in neutral on Assembly Bill 356? [There was no one.]

I will close the hearing on Assembly Bill 356. As I mentioned at the start of the meeting, we will conduct a work session to take action on measures the Committee has heard in previous meetings. It is not customary for the Committee to take testimony or rehear bills during a work session. However, I may invite a witness to come forward for clarification or questions during our consideration of a measure. We will be hearing five bills during the work session today: Assembly Bill 41, Assembly Bill 43, Assembly Bill 82, Assembly Bill 96, and Assembly Bill 269. We will begin with Assembly Bill 41.

Assembly Bill 41: Revises provisions relating to the state militia. (BDR 36-267)

Alex Drozdoff, Committee Policy Analyst:

As nonpartisan staff, I can neither support nor oppose any measure before the Committee. The first bill on work session is Assembly Bill 41, which revises provisions relating to the state militia. [Read from [Exhibit J](#).] The Committee heard this bill on February 24, 2025. Assembly Bill 41 authorizes the Adjutant General to appoint an additional Assistant Adjutant General from either the Nevada Army National Guard or the Nevada Air National Guard, who may serve as the State Assistant Adjutant General and is in the unclassified service of the State. The bill also removes the Chief of Staff for the Army from the unclassified service of the State and the authorization for the appointed Assistant Adjutant Generals to serve in certain Chief of Staff roles. Finally, it increases the number of Assistant Adjutant Generals that may be appointed from two to three. Cheryl Tyler at the Office of the Military submitted an amendment that revises the title of the additional Assistant Adjutant General to Deputy Adjutant General and provides certain duties of the Deputy Adjutant General.

Chair Considine:

Members, are there any questions? Seeing none, I will now in entertain a motion to amend and do pass.

ASSEMBLYMEMBER NGUYEN MADE A MOTION TO AMEND AND
DO PASS ASSEMBLY BILL 41.

ASSEMBLYMEMBER KARRIS SECONDED THE MOTION.

THE MOTION PASSED UNANIMOUSLY.

Assemblymember Goulding, would you like to give the floor statement?

Assemblymember Goulding:

Certainly.

Chair Considine:

Our next bill will be Assembly Bill 43.

Assembly Bill 43: Revises provisions relating to public works. (BDR 28-465)

Alex Drozdoff, Committee Policy Analyst:

The next bill on work session is Assembly Bill 43, which revises provisions relating to public works. [Read from [Exhibit K](#).] The Committee heard this measure on March 6, 2025. Assembly Bill 43 establishes a permanent program to gather data on the use of job order contracts and authorizes certain public bodies to award job order contracts for certain public works. Those provisions apply only to a public body that is a county with a population of 700,000 or more, a city with a population of 150,000 or more in such a county, and certain general improvement districts. The bill also defines terms, outlines certain conditions of the job order contracts, specifies requirements for public bodies related to the contracts, and prescribes certain responsibilities for contractors, as well as the process for selecting them.

Additionally, it requires the governing body to annually submit a report concerning job order contracts to the Director of the Legislative Counsel Bureau.

Joanna Jacob, Government Affairs Manager, Clark County, submitted an amendment specifying that the job order contracting delivery method should only be used for minor construction of existing facilities. The amendment also requires the written policy concerning the assignment of job orders be considered and adopted at a public hearing before the local government's governing body. Finally, it adds upcoming job orders to the information required to be included in the public body's quarterly reports.

Chair Considine:

Members, are there any questions? Seeing none, I will now entertain a motion to amend and do pass Assembly Bill 43.

ASSEMBLYMEMBER NGUYEN MADE A MOTION TO AMEND AND
DO PASS ASSEMBLY BILL 43.

ASSEMBLYMEMBER HUNT SECONDED THE MOTION.

Is there any discussion on the motion? [There was none.]

THE MOTION PASSED UNANIMOUSLY.

Assemblymember D'Silva, will you do the floor statement? [Assemblymember D'Silva motioned affirmatively]. Now we will move on to Assembly Bill 82.

**Assembly Bill 82: Requires the Governor to proclaim certain days of observance.
(BDR 19-60)**

Alex Drozdoff, Committee Policy Analyst:

The next bill on work session is Assembly Bill 82, which requires the Governor to proclaim certain days of observance. [Read from Exhibit L.] The Committee heard this measure on February 27, 2025. Assembly Bill 82 requires the Governor to annually proclaim certain days to be "Diwali Day," "Eid al-Fitr Day," "Vaisakhi Day," and "Vesak Day" in the state of Nevada. Assemblymember D'Silva proposed an amendment to add cosponsors to the bill.

Chair Considine:

Members, are there any questions? [There were none.] I will now entertain a motion to amend and do pass Assembly Bill 82.

ASSEMBLYMEMBER CARTER MADE A MOTION TO AMEND AND
DO PASS ASSEMBLY BILL 82.

ASSEMBLYMEMBER NGUYEN SECONDED THE MOTION.

Is there any discussion on the motion?

Assemblymember Gurr:

I am going to vote yes to get it out of Committee, but I reserve my right to change my vote on the floor.

Assemblymember DeLong:

I have a similar position to Assemblymember Gurr.

THE MOTION PASSED UNANIMOUSLY.

Chair Considine:

Assemblymember D'Silva, would you like to carry? [Assemblymember D'Silva motioned affirmatively]. Our next bill is Assembly Bill 96.

Assembly Bill 96: Revises provisions relating to master plans. (BDR 22-397)

Alex Drozdoff, Committee Policy Analyst:

The next bill on work session is Assembly Bill 96, which revises provisions relating to master plans. [Read from Exhibit M.] The Committee heard this measure on February 18, 2025. Assembly Bill 96 requires that the master plan in counties with a population of 100,000 or more—currently Clark and Washoe Counties—must include a heat mitigation element. This element must include a plan to develop heat mitigation strategies, which may include access to public cooling spaces, public drinking water, cool building practices, shade over paved surfaces, and other measures. The shade elements may include shade structures, shelters, and urban tree canopies, with a preference for native or drought-tolerant species. The Urban Consortium proposed an amendment accepted by the sponsor to remove the word "shelters" from the types of shade over paved surfaces and to change the effective date from July 1, 2025, to July 1, 2026.

Chair Considine:

Are there any questions? [There were none.] I will now entertain a motion to amend and do pass Assembly Bill 96.

ASSEMBLYMEMBER NGUYEN MADE A MOTION TO AMEND AND
DO PASS ASSEMBLY BILL 96.

ASSEMBLYMEMBER KARRIS SECONDED THE MOTION.

Is there any discussion on the motion?

Assemblymember Gurr:

I am going to vote yes to get it out of the Committee, and I reserve my right to change my vote on the floor.

Assemblymember DeLong:

Since a similar bill last session was vetoed by the Governor, I am likely to vote no on the floor, but in the interest of keeping the conversation going between the sponsor of the bill and the Office of the Governor, I am going to vote yes to get it out of Committee.

Chair Considine:

Anyone else? [There was no one.]

THE MOTION PASSED. (ASSEMBLYMEMBERS EDGEWORTH AND GALLANT VOTED NO.)

For the floor statement, Assemblymember Karris would you like to carry the floor statement?

Assemblymember Karris:

Yes.

Chair Considine:

Our last bill on our first work session is Assembly Bill 269.

Assembly Bill 269: Revises provisions relating to education. (BDR 18-618)

Alex Drozdoff, Committee Policy Analyst:

The last bill on work session is Assembly Bill 269, which revises provisions relating to education. [Read from Exhibit N.] The Committee heard this bill on March 10, 2025. Assembly Bill 269 adds a licensed marriage and family therapist, clinical alcohol and drug counselor, licensed alcohol and drug counselor, and certified problem gambling counselor to the definition of "provider of health care." This addition makes these professions eligible to participate in the Student Loan Repayment for Providers of Health Care in Underserved Communities program.

Erik Jimenez, Chief Policy Deputy, Office of the State Treasurer, submitted an amendment accepted by the sponsor adding a licensed assistant behavior analyst and behavior analyst, licensed physical therapist, licensed speech-language pathologist, and certain public health professionals to the definition of "provider of health care." The amendment also allows health care providers who commit to practicing for at least five years in locations directly adjacent to low-income census tracts to be eligible for the program.

Chair Considine:

Are there any questions? Seeing none, I will now entertain a motion to amend and do pass Assembly Bill 269.

ASSEMBLYMEMBER NGUYEN MADE A MOTION TO AMEND AND DO PASS ASSEMBLY BILL 269.

ASSEMBLYMEMBER GALLANT SECONDED THE MOTION.

Is there any discussion on the motion? [There was none.]

THE MOTION PASSED. (ASSEMBLYMEMBER DELONG VOTED NO.)

Assemblymember D'Silva, would you like to carry that floor statement? [Assemblymember D'Silva indicated he would.] With that, we have successfully completed our first work session.

We will now move on to public comment. Is there any public comment today here in Carson City? Seeing none, we will go to Las Vegas. Is there anyone wishing to provide public comment in Las Vegas? Seeing none, is there anyone on the phone line for public comment?

Al Rojas, Private Citizen, Las Vegas, Nevada:

This is Al Rojas from Assembly District 12 and Senate District 21. Just so you know, I have been listening to you guys, but there was nothing for me to say so I do not just talk when I want to talk. There is something that came up. You guys were talking on Assembly Bill 96. I am not specifically commenting on that, but I am over here and we are really doing well cleaning up the community with all the homelessness on the east side. We are going to be opening up a new police command center, Hollywood Command, and we are having a lot of success. However, we have a lot of homeowners' associations (HOA) and what we have noticed is that we are having problems with trespassing people. If a resident, just a basic resident, wants to trespass somebody off of community property, we cannot; we have to get somebody on the HOA and that becomes an issue. You can create what is called a security subcommittee with the authority to go in there and trespass people from community property that are on that subcommittee.

I saw something about the planning of general plan stuff. Maybe with all these HOAs, it can work for us or against us to get homeless and get all these problems that we are having. Maybe we ought to mandate that everybody who has an HOA start a security subcommittee within their HOAs and covenants, conditions, and restrictions (CC&Rs). This is something for you to think about. It will give us a lot of help getting these homeless who are just going to homes and seeing what is available. We are getting a lot of break-ins even in HOAs and this would definitely help reduce crime as we are a growing county.

Remainder of page intentionally left blank; signature page to follow.

Chair Considine:

Our next meeting will be Monday, March 24, 2025, at 8 a.m. here in Room 4100. That concludes our meeting for today. The meeting is adjourned [at 9:48 a.m.].

RESPECTFULLY SUBMITTED:

William Puchert
Committee Secretary

APPROVED BY:

Assemblymember Venicia Considine, Chair

DATE: _____

EXHIBITS

Bill	Exhibit	Witness / Agency	Description
	A		Agenda
	B		Attendance Roster
A.B. 222	C	Assemblymember Jovan A. Jackson, Assembly District No. 6	Proposed conceptual amendment
A.B. 222	D	Evelyn Pacheco, President, Nevada Women in Trades	Proposed conceptual amendment
A.B. 222	E	Evelyn Pacheco, President, Nevada Women in Trades	Letter In Support
A.B. 222	F	Evelyn Pacheco, President, Nevada Women in Trades	Collection of documents and photos
A.B. 222	G	Kamilah Bywaters, Co-Chair, Las Vegas Alliance of Black School Educators; and Tracey Lewis, Co-Chair, Las Vegas Alliance of Black School Educators	Letter in support
A.B. 222	H	Aprille Noble, Private Citizen	Letter in support
A.B. 356	I	Assemblymember Daniele Monroe-Moreno, Assembly District No. 1	Proposed conceptual amendment
A.B. 41	J	Alex Drozdoff, Committee Policy Analyst, Research Division, Legislative Counsel Bureau	Work Session Document
A.B. 43	K	Alex Drozdoff, Committee Policy Analyst, Research Division, Legislative Counsel Bureau	Work Session Document
A.B. 82	L	Alex Drozdoff, Committee Policy Analyst, Research Division, Legislative Counsel Bureau	Work Session Document
A.B. 96	M	Alex Drozdoff, Committee Policy Analyst, Research Division, Legislative Counsel Bureau	Work Session Document
A.B. 269	N	Alex Drozdoff, Committee Policy Analyst, Research Division, Legislative Counsel Bureau	Work Session Document