

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

Joint Sponsor: Senator D. Harris

CHAPTER.....

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:

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

EXPLANATION – Matter in ***bolded italics*** is new; matter between brackets ~~omitted material~~ is material to be omitted.

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

Section 1. Chapter 613 of NRS is hereby amended by adding thereto a new section to read as follows:

1. An employer:

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

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

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

3. If an administrative penalty is imposed pursuant to this section, the costs of the proceeding, including without limitation,



investigative costs and attorney's fees, may be recovered by the Labor Commissioner.

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

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