

Committee Action:  
Do Pass \_\_\_\_\_  
Amend & Do Pass \_\_\_\_\_  
Other \_\_\_\_\_

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**Assembly Committee on Government Affairs**

This measure may be considered for action during today's work session.

**ASSEMBLY BILL 376**

**Establishes provisions governing paid family leave for certain state employees.  
(BDR 23-1053)**

**Sponsored By:** Assembly Committee on Government Affairs  
**Date Heard:** April 11, 2023  
**Fiscal Notes:** Effect on Local Government: No.  
Effect on the State: Yes.

Assembly Bill 376 provides that all eligible employees in the classified public service of the State are entitled to take 8 weeks of paid family leave over the course of a 12-month period to: (1) bond with a newborn child of the employee or a newborn child of the domestic partner of the employee; (2) bond with a newly adopted child of the employee; (3) recover from or undergo treatment for a serious illness; (4) care for a seriously ill member of the immediate family of the employee; or (5) participate in a qualifying event resulting from the military deployment to a foreign country of an immediate family member of the employee. To be eligible for such paid family leave, an employee must: (1) be a permanent employee in the classified service of the State; (2) be employed for not less than 12 consecutive months; (3) have accrued not less than 40 hours of sick leave; and (4) have used any accrued sick leave in excess of 40 hours before taking paid family leave.

The bill further: (1) requires an appointing authority to pay an employee on paid family leave 50 percent of the regular wage the employee would have earned if the employee was not on leave; and (2) prohibits the appointing authority or designee of the appointing authority from denying an eligible employee paid family leave or retaliating or taking any adverse action against an employee for taking paid family leave.

**Amendments:** See attached amendment from the Office of the State Treasurer to expand eligibility to include all State employees, not just those in the classified service (i.e., nonclassified and unclassified).

April 7, 2023

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**Assembly Bill 376**  
**Proposed amendment**

**Intent of the amendment:** Expand eligibility to include all State employees, not just those in the classified service (i.e., non-classified and unclassified).

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

**Section 1.** Chapter 284 of NRS is hereby amended by adding thereto a new section to read as follows:

*1. Except as otherwise provided in this section, a ~~permanent employee in the classified service of the State who has been employed for not less than 12 consecutive months is entitled to take 8 weeks of paid family leave:~~*

*[...]*