



# uLegislate

The Nevada Senate's Simulation Experience

## INTRODUCTORY REMARKS FOR BILL SPONSOR

*Prepared for uLegislate*

*Note: Use of this speech is optional in the uLegislate simulation. If you would like to make your own arguments in support of the piece of legislation, please do! But if you would like some help, we have written these introductory remarks, which you can make immediately after the Secretary of the Senate reads the bill and the President asks for remarks.*

### SENATE BILL 312

Requires a private employer to provide paid leave to employees under certain circumstances.

### INTRODUCTORY REMARKS:

Thank you, (Mr./Madam) President. This bill requires private employers with 50 or more employees to provide paid leave to each employee. An employer must provide employees with 0.01923 hours (or about 1.5 hours for every 80 hours of work) of paid leave for each hour of work performed, which may be used by the employee beginning on the 90th calendar day of employment.

An employer may limit the use of paid leave to 40 hours per year, and the accrual of paid leave to a maximum of 40 hours per year, and may set a minimum increment at which an employee may use accrued leave at any one time, not to exceed 4 hours. Employees are not required to provide a reason for using paid leave, but employees should give notice regarding using paid leave as soon as possible.

This bill exempts employers who provide at least the equivalent amount of paid leave that may be used pursuant to a policy for paid leave or policy for paid time off through collective bargaining or other agreements, and it exempts small businesses that are within the first two years of operation. Temporary, seasonal, or on-call employees are also excluded from the bill's provisions.

The labor commissioner of the Department of Business and Industry must enforce the provisions of this bill and prepare and post in the workplace a bulletin setting forth these benefits. Violating these provisions is a misdemeanor for which a penalty of up to \$5,000 may be imposed for each violation.