

SENATE BILL NO. 253—SENATORS CANNIZZARO, RATTI,
WOODHOUSE, CANCELA, FORD; DENIS, FARLEY,
MANENDO, PARKS, SEGERBLOM AND SPEARMAN

MARCH 9, 2017

Referred to Committee on Commerce, Labor and Energy

SUMMARY—Establishes the Nevada Pregnant Workers’ Fairness Act to provide protections to employees who are affected by any condition relating to pregnancy, childbirth or a related medical condition. (BDR 53-773)

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

~

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

AN ACT relating to employment; establishing the Nevada Pregnant Workers’ Fairness Act; requiring certain employers to provide reasonable accommodations to employees and applicants for employment for a condition relating to pregnancy, childbirth or a related medical condition, except in certain circumstances; prohibiting certain other discriminatory practices by employers relating to pregnancy, childbirth or a related medical condition; authorizing the Nevada Equal Rights Commission to investigate complaints of such unlawful employment practices; requiring the Commission to carry out programs to educate employers and others about certain rights and responsibilities; and providing other matters properly relating thereto.

Legislative Counsel’s Digest:

- 1 The federal Pregnancy Discrimination Act amended title VII of the Civil Rights
- 2 Act of 1964 to prohibit sex discrimination on the basis of pregnancy. (42 U.S.C. §
- 3 2000(e)(k)) The Act requires employers with 15 or more employees to treat
- 4 employees and applicants for employment who are affected by pregnancy,
- 5 childbirth or related medical conditions the same as other employees and applicants
- 6 who have similar abilities or limitations. The Act covers all aspects of employment,
- 7 including hiring, firing, promoting and providing benefits and protects against



* S B 2 5 3 *

8 discrimination of a person who is pregnant, has been pregnant and who may
9 become pregnant as well as anyone who has, who has had or could have a medical
10 condition that is related to pregnancy. (29 C.F.R. § 1604.10)

11 Existing law in this State prohibits various types of discrimination in
12 employment, including discrimination based on race, color, religion, sex, sexual
13 orientation, gender identity or expression, age, disability or national origin. (NRS
14 613.330-613.380) In addition, existing law requires an employer that provides leave
15 to employees for sickness or disability because of a medical condition to provide
16 the same leave to an employee who is pregnant. (NRS 613.335) As with the federal
17 law, existing law in this State makes these provisions applicable to an employer
18 with 15 or more employees, and includes state and local governments. (NRS
19 613.310) **Sections 2-8 and 11** of this bill create the Nevada Pregnant Workers'
20 Fairness Act which provides protections to employees in this State similar to the
21 protections of the federal Pregnancy Discrimination Act. As with other provisions
22 prohibiting discrimination in existing law, the Nevada Pregnant Workers' Fairness
23 Act applies to employers with 15 or more employees and also applies to state and
24 local governments.

25 **Section 5** of this bill makes it an unlawful employment practice for such
26 employers to refuse to provide reasonable accommodations, upon request, to
27 employees and applicants for employment for any condition of the employee or
28 applicant relating to pregnancy, childbirth or a related medical condition, unless the
29 accommodation would impose an undue hardship on the business of the employer.

30 **Section 6** of this bill describes the requirements and manner in which to provide a
31 reasonable accommodation. The manner in which to determine whether an undue
32 hardship exists is set forth in **section 7** of this bill. **Section 5** also makes it an
33 unlawful employment practice for an employer to: (1) take adverse employment
34 actions against an employee because the employee requests or uses a reasonable
35 accommodation for a condition of the employee relating to pregnancy, childbirth or
36 a related medical condition; (2) deny an employment opportunity to a qualified
37 employee or applicant for employment based on a need for a reasonable
38 accommodation for a condition of the employee or applicant relating to pregnancy,
39 childbirth or a related medical condition; and (3) require an employee or applicant
40 for employment who is affected by a condition relating to pregnancy, childbirth or
41 a related medical condition to accept an accommodation or to take a leave from
42 employment if an accommodation is available. **Section 11** of this bill extends the
43 existing law requiring leave policies to be the same for pregnant employees as other
44 employees so that it applies to an employee who has a condition relating to
45 pregnancy, childbirth or a related medical condition.

46 **Section 15** of this bill authorizes a person injured by an unlawful employment
47 practice within the scope of the Nevada Pregnant Workers' Fairness Act to file a
48 complaint with the Nevada Equal Rights Commission.

49 **Section 16** of this bill authorizes a person alleging an unfair employment
50 practice under the Nevada Pregnant Workers' Fairness Act to file an action in
51 district court if the Commission does not conclude that an unfair employment
52 practice has occurred.

53 **Section 17** of this bill requires the Commission to develop and carry out
54 programs of education and disseminate information as necessary to inform
55 employers, employees, employment agencies and job applicants about their rights
56 and responsibilities under the Nevada Pregnant Workers' Fairness Act.

57 **Section 18** of this bill authorizes the Commission to investigate any unlawful
58 employment practice by an employer under the Nevada Pregnant Workers' Fairness
59 Act.



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

1 **Section 1.** Chapter 613 of NRS is hereby amended by adding
2 thereto the provisions set forth as sections 2 to 8, inclusive, of this
3 act.

4 **Sec. 2.** *The provisions of NRS 613.335 and sections 2 to 8,*
5 *inclusive, of this act may be cited as the Nevada Pregnant*
6 *Workers' Fairness Act.*

7 **Sec. 3.** *As used in NRS 613.335 and sections 2 to 8, inclusive,*
8 *of this act, "a related medical condition" includes, without*
9 *limitation, lactation or the need to express breast milk for a*
10 *nursing child.*

11 **Sec. 4.** 1. *The Legislature hereby finds and declares that:*

12 (a) *Workplace laws must adequately protect pregnant women*
13 *from being terminated from their employment because of the*
14 *refusal of their employer to provide a reasonable accommodation;*

15 (b) *Women are often the primary income earners for their*
16 *families and unemployment resulting from the failure of their*
17 *employers to provide accommodations in the workplace is an*
18 *outcome that families cannot afford to endure; and*

19 (c) *By remaining employed, pregnant women continue to*
20 *provide economic security for their families, which in turn*
21 *provides an economic benefit to the economy of this State.*

22 2. *The Legislature further finds and declares that it is the*
23 *intent of the Legislature to fight against discrimination based on*
24 *pregnancy, childbirth or a related medical condition, promote*
25 *public health and ensure that women realize full and equal*
26 *participation in the workforce by requiring employers to provide*
27 *reasonable accommodations to employees who are pregnant, have*
28 *given birth or have a related medical condition.*

29 **Sec. 5.** 1. *It is an unlawful employment practice for an*
30 *employer to:*

31 (a) *Refuse to provide a reasonable accommodation to*
32 *an employee or applicant for employment upon request of the*
33 *employee or applicant, as applicable, for a condition of the*
34 *employee or applicant relating to pregnancy, childbirth or a*
35 *related medical condition, unless the accommodation would*
36 *impose an undue hardship on the business of the employer as*
37 *determined pursuant to section 7 of this act;*

38 (b) *Take an adverse employment action against an employee*
39 *because the employee requests or uses a reasonable*
40 *accommodation for a condition of the employee relating to*
41 *pregnancy, childbirth or a related medical condition which may*
42 *include, without limitation, refusing to promote an employee,*



1 *requiring an employee to transfer to another position, refusing to*
2 *reinstate an employee to the same or an equivalent position upon*
3 *return to work or taking any other action which affects the terms*
4 *or conditions of employment in a manner which is not desired by*
5 *the employee;*

6 *(c) Deny an employment opportunity to an otherwise qualified*
7 *employee or applicant for employment based on the need of the*
8 *employee or applicant, as applicable, for a reasonable*
9 *accommodation for a condition of the employee or applicant*
10 *relating to pregnancy, childbirth or a related medical condition;*

11 *(d) Require an employee or applicant for employment who is*
12 *affected by a condition relating to pregnancy, childbirth or a*
13 *related medical condition to accept an accommodation that the*
14 *applicant or employee did not request or chooses not to accept;*
15 *and*

16 *(e) Require an employee who is affected by a condition*
17 *relating to pregnancy, childbirth or a related medical condition to*
18 *take leave from employment if a reasonable accommodation for*
19 *any such condition of the employee is available that would allow*
20 *the employee to continue to work.*

21 *2. This section must not be construed to preempt, limit,*
22 *diminish or otherwise affect any other provision of law relating to*
23 *discrimination on the basis of sex or pregnancy.*

24 *3. As used in this section, "reasonable accommodation"*
25 *means an action described in section 6 of this act that is taken by*
26 *an employer for an employee or applicant for employment who*
27 *has a condition relating to pregnancy, childbirth or a related*
28 *medical condition as other similarly situated employees.*

29 **Sec. 6. 1. If an employee requests an accommodation for a**
30 **condition of the employee relating to pregnancy, childbirth or a**
31 **related medical condition, the employer and employee must**
32 **engage in a timely, good faith and interactive process to determine**
33 **an effective, reasonable accommodation for the employee. An**
34 **accommodation may consist of a change in the work environment**
35 **or in the way things are customarily carried out that allows the**
36 **employee to have equal employment opportunities, including the**
37 **ability to perform the essential function of his or her position and**
38 **to have benefits and privileges of employment that are equal to**
39 **those available to other employees.**

40 **2. A reasonable accommodation provided by an employer to**
41 **an applicant for employment which is based on a condition of the**
42 **applicant relating to pregnancy, childbirth or a related medical**
43 **condition may consist of a modification to the application process**
44 **or the manner in which things are customarily carried out that**



1 *allows the applicant to be considered for employment or hired for*
2 *a position.*

3 *3. A reasonable accommodation pursuant to this section may*
4 *include, without limitation:*

5 *(a) Modifying equipment or providing different seating;*

6 *(b) Revising break schedules, which may include revising the*
7 *frequency or duration of breaks;*

8 *(c) Providing space in an area other than a bathroom that may*
9 *be used for expressing breast milk;*

10 *(d) Providing assistance with manual labor;*

11 *(e) Authorizing light duty;*

12 *(f) Temporarily transferring the employee to a less strenuous*
13 *or hazardous position; or*

14 *(g) Restructuring a position or providing a modified work*
15 *schedule.*

16 *4. An employer is not required by this section or section 5 of*
17 *this act to:*

18 *(a) Create a new position that the employer would not have*
19 *otherwise created, unless the employer has or would create such a*
20 *position to accommodate other classes of employees; or*

21 *(b) Discharge any employee, transfer any employee with more*
22 *seniority or promote any employee who is not qualified to perform*
23 *the job, unless the employer has or would take such an action to*
24 *accommodate other classes of employees.*

25 **Sec. 7. 1. An employer has the burden of proving that**
26 **providing a reasonable accommodation pursuant to section 5 of**
27 **this act is an undue hardship on the business of the employer. To**
28 **prove such an undue hardship, the employer must demonstrate**
29 **that the accommodation is significantly difficult to provide or**
30 **expensive considering, without limitation:**

31 *(a) The nature and cost of the accommodation;*

32 *(b) The overall financial resources of the employer;*

33 *(c) The overall size of the business of the employer with*
34 *respect to the number of employees and the number, type and*
35 *location of the available facilities; and*

36 *(d) The effect of the accommodation on the expenses and*
37 *resources of the employer or the effect of the accommodation on*
38 *the operations of the employer.*

39 *2. Evidence that the employer provides or would be required*
40 *to provide a similar accommodation to a similarly situated*
41 *employee or applicant for employment creates a rebuttable*
42 *presumption that the accommodation does not impose an undue*
43 *hardship on the employer.*

44 **Sec. 8. 1. An employer shall provide written notice to**
45 **employees that they have the right to be free from discriminatory**



1 *or unlawful employment practices pursuant to NRS 613.335 and*
2 *sections 2 to 8, inclusive, of this act. The notice must include a*
3 *statement that an employee has the right to a reasonable*
4 *accommodation for a condition relating to pregnancy, childbirth*
5 *or a related medical condition.*

6 *2. An employer shall provide the written notice required*
7 *pursuant to subsection 1:*

8 *(a) To a new employee upon commencement of employment;*
9 *and*

10 *(b) Within 10 days after an employee notifies the employer that*
11 *the employee is pregnant.*

12 *3. An employer shall post the written notice required*
13 *pursuant to subsection 1 in a conspicuous place at the place of*
14 *business of the employer that is located in an area which is*
15 *accessible to employees.*

16 **Sec. 9.** NRS 613.310 is hereby amended to read as follows:

17 613.310 As used in NRS 613.310 to 613.435, inclusive, *and*
18 *sections 2 to 8, inclusive, of this act*, unless the context otherwise
19 requires:

20 1. “Disability” means, with respect to a person:

21 (a) A physical or mental impairment that substantially limits one
22 or more of the major life activities of the person, including, without
23 limitation, the human immunodeficiency virus;

24 (b) A record of such an impairment; or

25 (c) Being regarded as having such an impairment.

26 2. “Employer” means any person who has 15 or more
27 employees for each working day in each of 20 or more calendar
28 weeks in the current or preceding calendar year, but does not
29 include:

30 (a) The United States or any corporation wholly owned by the
31 United States.

32 (b) Any Indian tribe.

33 (c) Any private membership club exempt from taxation pursuant
34 to 26 U.S.C. § 501(c).

35 3. “Employment agency” means any person regularly
36 undertaking with or without compensation to procure employees for
37 an employer or to procure for employees opportunities to work for
38 an employer, but does not include any agency of the United States.

39 4. “Gender identity or expression” means a gender-related
40 identity, appearance, expression or behavior of a person, regardless
41 of the person’s assigned sex at birth.

42 5. “Labor organization” means any organization of any kind, or
43 any agency or employee representation committee or plan, in which
44 employees participate and which exists for the purpose, in whole or
45 in part, of dealing with employers concerning grievances, labor



1 disputes, wages, rates of pay, hours of employment or other
2 conditions of employment.

3 6. "Person" includes the State of Nevada and any of its
4 political subdivisions.

5 7. "Sexual orientation" means having or being perceived as
6 having an orientation for heterosexuality, homosexuality or
7 bisexuality.

8 **Sec. 10.** NRS 613.320 is hereby amended to read as follows:

9 613.320 1. The provisions of NRS 613.310 to 613.435,
10 inclusive, *and sections 2 to 8, inclusive, of this act* do not apply to:

11 (a) Any employer with respect to employment outside this state.

12 (b) Any religious corporation, association or society with
13 respect to the employment of individuals of a particular religion to
14 perform work connected with the carrying on of its religious
15 activities.

16 2. The provisions of NRS 613.310 to 613.435, inclusive, *and*
17 *sections 2 to 8, inclusive, of this act* concerning unlawful
18 employment practices related to sexual orientation and gender
19 identity or expression do not apply to an organization that is exempt
20 from taxation pursuant to 26 U.S.C. § 501(c)(3).

21 **Sec. 11.** NRS 613.335 is hereby amended to read as follows:

22 613.335 If an employer grants leave with pay, leave without
23 pay, or leave without loss of seniority to his or her employees for
24 sickness or disability because of a medical condition, it is an
25 unlawful employment practice to fail or refuse to extend the same
26 benefits to any female employee ~~who is pregnant.~~ *for a condition*
27 *of the employee relating to pregnancy, childbirth or a related*
28 *medical condition.* The female employee who is pregnant must be
29 allowed to use the leave before and after childbirth, miscarriage or
30 other natural resolution of her pregnancy, if the leave is granted,
31 accrued or allowed to accumulate as a part of her employment
32 benefits.

33 **Sec. 12.** NRS 613.340 is hereby amended to read as follows:

34 613.340 1. It is an unlawful employment practice for an
35 employer to discriminate against any of his or her employees or
36 applicants for employment, for an employment agency to
37 discriminate against any person, or for a labor organization to
38 discriminate against any member thereof or applicant for
39 membership, because the employee, applicant, person or member, as
40 applicable, has opposed any practice made an unlawful employment
41 practice by NRS 613.310 to 613.435, inclusive, *and sections 2 to 8,*
42 *inclusive, of this act,* or because he or she has made a charge,
43 testified, assisted or participated in any manner in an investigation,
44 proceeding or hearing under NRS 613.310 to 613.435, inclusive ~~†~~,
45 *and sections 2 to 8, inclusive, of this act.*



1 2. It is an unlawful employment practice for an employer, labor
2 organization or employment agency to print or publish or cause to
3 be printed or published any notice or advertisement relating to
4 employment by such an employer or membership in or any
5 classification or referral for employment by such a labor
6 organization, or relating to any classification or referral for
7 employment by such an employment agency, indicating any
8 preference, limitation, specification or discrimination, based on race,
9 color, religion, sex, sexual orientation, gender identity or expression,
10 age, disability or national origin, except that such a notice or
11 advertisement may indicate a preference, limitation, specification or
12 discrimination based on religion, sex, sexual orientation, gender
13 identity or expression, age, physical, mental or visual condition or
14 national origin when religion, sex, sexual orientation, gender
15 identity or expression, age, physical, mental or visual condition or
16 national origin is a bona fide occupational qualification for
17 employment.

18 **Sec. 13.** NRS 613.350 is hereby amended to read as follows:

19 613.350 1. It is not an unlawful employment practice for an
20 employer to hire and employ employees, for an employment agency
21 to classify or refer for employment any person, for a labor
22 organization to classify its membership or to classify or refer for
23 employment any person, or for an employer, labor organization or
24 joint labor-management committee controlling apprenticeship or
25 other training or retraining programs to admit or employ any person
26 in any such program, on the basis of his or her religion, sex, sexual
27 orientation, gender identity or expression, age, disability or national
28 origin in those instances where religion, sex, sexual orientation,
29 gender identity or expression, age, physical, mental or visual
30 condition or national origin is a bona fide occupational qualification
31 reasonably necessary to the normal operation of that particular
32 business or enterprise.

33 2. It is not an unlawful employment practice for an employer to
34 fail or refuse to hire and employ employees, for an employment
35 agency to fail to classify or refer any person for employment, for a
36 labor organization to fail to classify its membership or to fail to
37 classify or refer any person for employment, or for an employer,
38 labor organization or joint labor-management committee controlling
39 apprenticeship or other training or retraining programs to fail to
40 admit or employ any person in any such program, on the basis of a
41 disability in those instances where physical, mental or visual
42 condition is a bona fide and relevant occupational qualification
43 necessary to the normal operation of that particular business or
44 enterprise, if it is shown that the particular disability would prevent
45 proper performance of the work for which the person with a



1 disability would otherwise have been hired, classified, referred or
2 prepared under a training or retraining program.

3 3. It is not an unlawful employment practice for an employer to
4 fail or refuse to hire or to discharge a person, for an employment
5 agency to fail to classify or refer any person for employment, for a
6 labor organization to fail to classify its membership or to fail to
7 classify or refer any person for employment, or for an employer,
8 labor organization or joint labor-management committee controlling
9 apprenticeship or other training or retraining programs to fail to
10 admit or employ any person in any such program, on the basis of his
11 or her age if the person is less than 40 years of age.

12 4. It is not an unlawful employment practice for a school,
13 college, university or other educational institution or institution of
14 learning to hire and employ employees of a particular religion if the
15 school or institution is, in whole or in substantial part, owned,
16 supported, controlled or managed by a particular religion or by a
17 particular religious corporation, association or society, or if the
18 curriculum of the school or institution is directed toward the
19 propagation of a particular religion.

20 5. It is not an unlawful employment practice for an employer to
21 observe the terms of any bona fide plan for employees' benefits,
22 such as a retirement, pension or insurance plan, which is not a
23 subterfuge to evade the provisions of NRS 613.310 to 613.435,
24 inclusive, *and sections 2 to 8, inclusive, of this act* as they relate to
25 discrimination against a person because of age, except that no such
26 plan excuses the failure to hire any person who is at least 40 years of
27 age.

28 6. It is not an unlawful employment practice for an employer to
29 require employees to adhere to reasonable workplace appearance,
30 grooming and dress standards so long as such requirements are not
31 precluded by law, except that an employer shall allow an employee
32 to appear, groom and dress consistent with the employee's gender
33 identity or expression.

34 **Sec. 14.** NRS 613.390 is hereby amended to read as follows:

35 613.390 Nothing contained in NRS 613.310 to 613.435,
36 inclusive, *and sections 2 to 8, inclusive, of this act* applies to any
37 business or enterprise on or near an Indian reservation with respect
38 to any publicly announced employment practice of such business or
39 enterprise under which a preferential treatment is given to any
40 individual because the individual is an Indian living on or near a
41 reservation.

42 **Sec. 15.** NRS 613.405 is hereby amended to read as follows:

43 613.405 Any person injured by an unlawful employment
44 practice **[within]** :



1 **1. Within** the scope of NRS 613.310 to 613.435, inclusive, **and**
2 **sections 2 to 8, inclusive, of this act** may file a complaint to that
3 effect with the Nevada Equal Rights Commission if the complaint is
4 based on discrimination because of race, color, sex, sexual
5 orientation, gender identity or expression, age, disability, religion or
6 national origin.

7 **2. Within the scope of NRS 613.335 and sections 2 to 8,**
8 **inclusive, of this act may file a complaint to that effect with the**
9 **Nevada Equal Rights Commission if the complaint is based on an**
10 **employer's failure to comply with the provisions of NRS 613.335**
11 **and sections 2 to 8, inclusive, of this act.**

12 **Sec. 16.** NRS 613.420 is hereby amended to read as follows:

13 613.420 If the Nevada Equal Rights Commission does not
14 conclude that an unfair employment practice within the scope of
15 NRS 613.310 to 613.435, inclusive, **and sections 2 to 8, inclusive,**
16 **of this act** has occurred, any person alleging such a practice may
17 apply to the district court for an order granting or restoring to that
18 person the rights to which the person is entitled under those
19 sections.

20 **Sec. 17.** NRS 233.140 is hereby amended to read as follows:

21 233.140 The Commission shall:

22 1. Foster mutual understanding and respect among all racial,
23 religious, disabled and ethnic groups and between the sexes in the
24 State.

25 2. Aid in securing equal health and welfare services and
26 facilities for all the residents of the State without regard to race,
27 religion, sex, age, disability or nationality.

28 3. Study problems arising between groups within the State
29 which may result in tensions, discrimination or prejudice because of
30 race, color, creed, sex, age, disability, national origin or ancestry,
31 and formulate and carry out programs of education and disseminate
32 information with the object of discouraging and eliminating any
33 such tensions, prejudices or discrimination.

34 4. Secure the cooperation of various racial, religious, disabled,
35 nationality and ethnic groups, veterans' organizations, labor
36 organizations, business and industry organizations and fraternal,
37 benevolent and service groups, in educational campaigns devoted to
38 the need for eliminating group prejudice, racial or area tensions,
39 intolerance or discrimination.

40 5. Cooperate with and seek the cooperation of federal and state
41 agencies and departments in carrying out projects within their
42 respective authorities to eliminate intergroup tensions and to
43 promote intergroup harmony.

44 **6. Develop and carry out programs of education and**
45 **disseminate information as necessary to inform employers,**



1 *employees, employment agencies and job applicants about their*
2 *rights and responsibilities set forth in NRS 613.335 and sections 2*
3 *to 8, inclusive, of this act.*

4 **Sec. 18.** NRS 233.150 is hereby amended to read as follows:

5 233.150 The Commission may:

6 1. Order its Administrator to:

7 (a) With regard to public accommodation, investigate tensions,
8 practices of discrimination and acts of prejudice against any person
9 or group because of race, color, creed, sex, age, disability, sexual
10 orientation, national origin, ancestry or gender identity or expression
11 and may conduct hearings with regard thereto.

12 (b) With regard to housing, investigate tensions, practices of
13 discrimination and acts of prejudice against any person or group
14 because of race, color, creed, sex, age, disability, sexual orientation,
15 gender identity or expression, national origin or ancestry, and may
16 conduct hearings with regard thereto.

17 (c) With regard to employment, investigate ~~tensions,~~:

18 (1) *Tensions,* practices of discrimination and acts of
19 prejudice against any person or group because of race, color, creed,
20 sex, age, disability, sexual orientation, gender identity or expression,
21 national origin or ancestry, and may conduct hearings with regard
22 thereto ~~H~~; and

23 (2) *Any unlawful employment practice by an employer*
24 *pursuant to the provisions of NRS 613.335 and sections 2 to 8,*
25 *inclusive, of this act, and may conduct hearings with regard*
26 *thereto.*

27 2. Mediate between or reconcile the persons or groups involved
28 in those tensions, practices and acts.

29 3. Issue subpoenas for the attendance of witnesses or for the
30 production of documents or tangible evidence relevant to any
31 investigations or hearings conducted by the Commission.

32 4. Delegate its power to hold hearings and issue subpoenas to
33 any of its members or any hearing officer in its employ.

34 5. Adopt reasonable regulations necessary for the Commission
35 to carry out the functions assigned to it by law.

36 **Sec. 19.** 1. An employer shall provide the written notice
37 required pursuant to section 8 of this act to existing employees of
38 the employer to inform the employees of the rights that will become
39 effective on October 1, 2017.

40 2. As used in this section, "employer" has the meaning
41 ascribed to it in NRS 613.310.

42 **Sec. 20.** This act becomes effective:



- 1 1. Upon passage and approval for the purpose of providing the
- 2 notice required pursuant to section 19 of this act; and
- 3 2. On October 1, 2017, for all other purposes.

⑩



* S B 2 5 3 *