

SUMMARY—Prescribes certain requirements for health benefits for the purpose of determining the minimum wage paid to employees in private employment in this State. (BDR 53-866)

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 deleted.

AN ACT relating to employment; prescribing certain requirements for health benefits for the purpose of determining the minimum wage paid to employees in private employment in this State; and providing other matters properly related thereto.

Legislative Counsel’s Digest:

1 Section 16 of article 15 of the Nevada Constitution requires each employer
2 this State to pay a certain minimum wage to each employee of the employer.
3 This provision of the Nevada Constitution, if an employer offers health benefits
4 an employee and his or her dependents, the minimum wage required to be paid
5 the employee is lower than the minimum wage otherwise required to be paid to
6 employee. (Nev. Const. Art. 15, § 16) This bill establishes the minimum wage and
7 health benefits that an employer must make available to an employee and his or
8 dependents for the purpose of determining whether the employer is authorized to
9 pay the lower minimum wage to the employee.

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

1 **Section 1.** Chapter 608 of NRS is hereby amended by adding a new section
2 thereto to read as follows:
3 *For the purpose of determining the minimum wage that may be paid per hour to an employee in private employment,*
4 *the minimum wage shall be the greater of the minimum wage established by the Nevada*



8 the items and services covered within the following categories:
9 (I) Ambulatory patient services;
10 (II) Emergency services;
11 (III) Hospitalization;
12 (IV) Maternity and newborn care;
13 (V) Mental health and substance use disorder ser
14 including, without limitation, behavioral health treatment;
15 (VI) Prescription drugs;
16 (VII) Rehabilitative and habilitative services
17 devices;
18 (VIII) Laboratory services;
19 (IX) Preventive and wellness services and ch
20 disease management;
21 (X) Pediatric services, including, without limitation
22 and vision care; and
23 (XI) Any other health care service or coverage
24 required to be included in an individual or group health insu
25 plan pursuant to any applicable provision of chapter 68
26 689B of NRS; and
27 (2) Provides a level of coverage that is designed to pr
28 benefits that are actuarially equivalent to at least 60 percent
29 full actuarial value of the benefits provided under the plan; o
30 (b) Health benefits pursuant to a Taft-Hartley trust wh
31 formed pursuant to 29 U.S.C. § 186(c)(5) and qualifies
32 employee welfare benefits plan pursuant to:
33 (1) The Employee Retirement Income Security Act of
34 29 U.S.C. §§ 1001 et seq.; or
35 (2) The provisions of the Internal Revenue Code; and
36 2. Does not provide health benefits as described in Secti
37 of Article 15 of the Nevada Constitution if the employer n
38 available to the employee and the employee's depende
39 hospital-indemnity insurance plan or fixed-indemnity insu
40 plan unless the employer separately makes available to
41 employee and the employee's dependents at least one h
42 insurance plan that complies with the requirements
43 subsection I.



* A B 1 7 5 R



* A B 1 7 5 R