

ASSEMBLY BILL NO. 423—ASSEMBLYWOMAN MILLER

MARCH 27, 2017

Referred to Committee on Government Affairs

SUMMARY—Requires the Nevada Commission for Women to collect and report information related to gender equality in the workplace. (BDR 18-1047)

FISCAL NOTE: Effect on Local Government: No.
Effect on the State: Yes.

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

AN ACT relating to gender equality; requiring the Nevada Commission for Women to conduct a survey of certain employers to collect data and information related to issues of gender equality in the workplace; requiring the Commission to create and maintain a database that provides information about employers that have best practices and policies on issues of gender equality and submit a report to the Governor and the Director of the Legislative Counsel Bureau; making an appropriation; and providing other matters properly relating thereto.

Legislative Counsel’s Digest:

1 Existing law creates the Nevada Commission for Women which is: (1) required
2 to study the roles of women in society; and (2) authorized to collect and
3 disseminate information on activities, programs and essential services available to
4 women in Nevada. (NRS 2331.020, 2331.060) **Section 2** of this bill requires the
5 Commission, with the assistance of the Director of the Department of
6 Administration, to design and conduct a survey of employers in this State with 100
7 or more employees to collect data and information related to issues of gender
8 equality in the workplace. The Commission must use the data and information to
9 create and maintain a database that provides information about employers that have
10 best practices and policies on issues of gender equality in the workplace. The
11 database must be made available on the Internet website of the Department of
12 Administration and the Commission must submit a report to the Governor and the
13 Director of the Legislative Counsel Bureau on issues of gender equality in the
14 workplace.

15 **Section 3** of this bill provides that an employer is not required to respond to the
16 Commission’s survey. **Section 3** also provides that the Commission may include an
17 employer in the database if the Commission is otherwise able to obtain sufficient



18 information about the employer on issues of gender equality in the workplace from
19 the public records of state agencies.

20 **Sections 4, 5 and 6** of this bill make conforming changes.

21 **Section 5.5** of this bill makes an appropriation from the State General Fund to
22 the Department of Administration for personnel and information technology
23 expenses associated with the Commission's survey.

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

1 **Section 1.** Chapter 233I of NRS is hereby amended by adding
2 thereto the provisions set forth as sections 2 and 3 of this act.

3 **Sec. 2.** *With the assistance of the Director of the Department
4 of Administration, the Commission shall:*

5 *1. Design and conduct a survey of employers in this State for
6 the purpose of collecting data and information from employers
7 related to issues of gender equality in the workplace. The survey:*

8 *(a) Must be considered and approved by the Commission at a
9 public hearing; and*

10 *(b) May be conducted using a web-based system.*

11 *2. Use the data and information collected pursuant to
12 subsection 1:*

13 *(a) To create and maintain a database that provides
14 information about employers that have best practices and policies
15 on issues of gender equality in the workplace. The database must
16 be made available to the public on the Internet website of the
17 Department of Administration.*

18 *(b) To create and submit a report to the Governor and the
19 Director of the Legislative Counsel Bureau on issues of gender
20 equality in the workplace.*

21 **Sec. 3.** *1. An employer:*

22 *(a) Is not required to respond to a survey conducted pursuant
23 to section 2 of this act.*

24 *(b) Is not subject to any penalty if the employer does not
25 respond to a survey conducted pursuant to section 2 of this act.*

26 *2. If an employer does not respond to such a survey, the
27 Commission may include the employer in the database created
28 pursuant to section 2 of this act if the Commission is otherwise
29 able to obtain sufficient information about the employer on issues
30 of gender equality in the workplace from the public records of
31 state agencies.*

32 **Sec. 4.** NRS 233I.010 is hereby amended to read as follows:

33 233I.010 As used in this chapter, unless the context otherwise
34 requires **H**:

35 *1. "Commission" means the Nevada Commission for Women.*



1 **2. “Employer” means any entity that performs a service or**
2 **engages in a trade for profit and has 100 or more employees.**

3 **Sec. 5.** NRS 233I.080 is hereby amended to read as follows:

4 233I.080 1. The Director of the Department of
5 Administration shall provide staff assistance to the Commission *in*
6 *carrying out:*

7 *(a) The provisions of sections 2 and 3 of this act; and*

8 *(b) Other duties and responsibilities of the Commission,* as the
9 Governor deems appropriate.

10 2. The Commission may engage the services of volunteer
11 workers and consultants without salary as is necessary from time to
12 time.

13 **Sec. 5.5.** 1. There is hereby appropriated from the State
14 General Fund to the Department of Administration for personnel
15 and information technology expenses of the Department that are
16 associated with assisting the Nevada Commission for Women to
17 design and conduct a survey of employers in this State on issues of
18 gender equality as required by the provisions of this act the
19 following sums:

20 For the Fiscal Year 2017-2018..... \$107,772

21 For the Fiscal Year 2018-2019..... \$81,672

22 2. Any balance of the sums appropriated by subsection 1
23 remaining at the end of the respective fiscal years must not be
24 committed for expenditure after June 30 of the respective fiscal
25 years by the entity to which the appropriation is made or any entity
26 to which money from the appropriation is granted or otherwise
27 transferred in any manner, and any portion of the appropriated
28 money remaining must not be spent for any purpose after
29 September 21, 2018, and September 20, 2019, respectively, by
30 either the entity to which the money was appropriated or the entity
31 to which the money was subsequently granted or transferred,
32 and must be reverted to the State General Fund on or before
33 September 21, 2018, and September 20, 2019, respectively.

34 **Sec. 6.** The provisions of subsection 1 of NRS 218D.380 do
35 not apply to any provision of this act which adds or revises a
36 requirement to submit a report to the Legislature.

37 **Sec. 7.** This act becomes effective on July 1, 2017.



