

EMPLOYEE LEAVE & CAREER ENHANCE PROGRAM

STATE OF NEVADA - Department of Business & Industry - OFFICE OF THE LABOR COMMISSIONER - www.labor.nv.gov mail1@labor.nv.gov

REQUIRED POSTING – ASSEMBLY BILL 190

<https://www.leg.state.nv.us/App/NELIS/REL/81st2021/Bill/7578/Text#>

Effective October 1, 2021, as set forth in Assembly Bill 190 a new section is added to Chapter 608 of NRS

Section 1. Chapter 608 of NRS is hereby amended by adding thereto a new section to read as follows:

1. Except as otherwise provided in this section, if an employer provides paid or unpaid sick leave for the use of his or her employees, the employer must allow an employee to use any accrued sick leave to assist a member of the immediate family of the employee who has an illness, injury, medical appointment or other authorized medical need to the same extent and under the same conditions that apply to the employee when taking such leave.
2. An employer may limit the amount of sick leave that an employee may use pursuant to subsection 1 to an amount which is equal to not less than the amount of sick leave that the employee accrues during a 6-month period.
3. The Labor Commissioner shall prepare a bulletin which clearly sets forth an explanation of the provisions of this section. The Labor Commissioner shall post the bulletin on the Internet website maintained by the Office of the Labor Commissioner and shall require each employer that provides sick leave to employees to post the bulletin in a conspicuous location in each workplace maintained by the employer. The bulletin may be included in any printed abstract posted by the employer pursuant to NRS 608.013.
4. The provisions of this section shall not be construed to: (a) Limit or abridge

any other rights, remedies or procedures available under the law; (b) Negate any other rights, remedies or procedures available to an aggrieved party; (c) Prohibit, preempt or discourage any contract or other agreement that provides a more generous sick leave benefit or paid time off benefit; or (d) Extend the maximum amount of leave to which an employee is entitled to take pursuant to the Family and Medical Leave Act of 1993, 29 U.S.C. §§ 2601 et seq.

5. An employer shall not deny an employee the right to use accrued sick leave in accordance with the provisions of this section or retaliate against an employee for attempting to prosecute a violation of this section or for exercising any rights afforded by this section.
6. The provisions of this section do not apply: (a) To the extent prohibited by federal law; or (b) With regard to an employee of the employer if the employee is covered under a valid collective bargaining agreement.
7. As used in this section, "immediate family" means: (a) The child, foster child, spouse, domestic partner, sibling, parent, mother-in-law, father-in-law, grandchild, grandparent, or stepparent of an employee; or (b) Any person for whom the employee is the legal guardian.

REQUIRED POSTING – ASSEMBLY BILL 307 Effective July 1, 2022 as set forth in Assembly Bill (AB) 307 passed during the 2021 Legislative Session, Nevada Revised Statutes (NRS) section 232 is hereby amended with a new section as follows:

Assembly Bill 307 - <https://www.leg.state.nv.us/App/NELIS/REL/81st2021/Bill/7811/Text> Chapter 232 of NRS is hereby amended by adding thereto a new section to read as follows: 1. The Department (Department of Employment, Training and Rehabilitation; DETR) shall prepare one or more notices concerning job training or employment programs conducted by the Department, including, without limitation, the Career Enhancement Program and EmployNV Business/ Career Hubs and provide each such notice to the Labor Commissioner. Within 30 days following the end of each calendar quarter (October 1, January 1, April 1, and July 1), DETR will transmit to the Labor Commissioner an updated notice on the following job training and employment programs. This Notice fulfills DETR's April 1, 2024 required reporting:

Employment and Training Programs

Career Enhancement Program (CEP) - [https://detr.nv.gov/Page/Career_Enhancement_Program_\(CEP\)](https://detr.nv.gov/Page/Career_Enhancement_Program_(CEP))

EmployNV Business/Career Hubs - <https://employnv.gov>

Employment Services - <https://employnv.gov>

Veterans Employment Services - https://detr.nv.gov/Page/Veteran_Services

Migrant Seasonal Farm Workers (MSFW) - <https://www.employnv.gov/vosnet/gsipub/documentview.aspx?enc=s0YLzxCf+EmSyM ZiXZH1A==>

Eligible Training Provider List (ETPL) - <https://www.employnv.gov/vosnet/guest.aspx?guesttype=IND&whereto=ETPLPROGRAMS>

- Nevadaworks (northern Nevada) - <http://nevadaworks.com/service-providers/>
- Workforce Connections (southern Nevada) - <https://nvworkforceconnections.org/system-partners/eligible-training-provider-list-etpl/>

Nevada Labor Market Information - <https://nevadaworkforce.com/>

Business Services

Job Order Posting - <https://employnv.gov>

Foreign Labor Certification (FLC) - https://detr.nv.gov/Page/H-2B_Online_Job_Order_Form

Silver State Works (SSW) - <http://employnv.gov/vosnet/gsipub/documentview.aspx?enc=+Xn98+WQY9h4nikSv1SOag==>

Rapid Response - https://detr.nv.gov/Page/Employment_Security_Division_Rapid_Response

Work Opportunity Tax Credit (WOTC) https://detr.nv.gov/Page/Work_Opportunity_Tax_Credit

Work Opportunity Tax Credit (WOTC) - https://nevadajobconnect.com/Page/Work_Opportunity_Tax_Credit

Other Employment and Training Services

Nevada Employment and Eligibility Assessment Initiative (REAnv)/Reemployment Services and Eligibility Assessment Program (RESEA) - <https://www.dol.gov/agencies/eta/american-job-centers/RESEA>

Trade Assistance Act (TAA) - <https://www.dol.gov/agencies/eta/tradeact>

Federal Bonding Program - <https://bonds4jobs.com>

Vocational Rehabilitation - https://detr.nv.gov/Page/Rehabilitation_Division_Bureau_of_Vocational_Rehabilitation

Short-term Training programs - https://www.employnv.gov/admin/gsipub/htmlarea/uploads/Short%20Term%20Training_NV_04142021.pdf

Short-term Certificate programs - <https://www.tmcc.edu/academics/certifications>

Education and Training - <https://www.employnv.gov/vosnet/Guest.aspx?action=indguest&guesttype=IND&whereto=LEARNING>

Online Learning Resources - <https://www.employnv.gov/vosnet/OnlineLearning/Resources.aspx>

Nevada's Displaced Homemakers Program - https://detr.nv.gov/Page/Displaced_Homemakers_Program

For additional services, resources and program details - register in **EmployNV** at: <https://www.employnv.gov/vosnet/loginintro.aspx>

Pursuant to the Stevens Amendment (<https://www.gao.gov/products/gao-19-282>), the employment services and training programs included in this Notice are supported by the Employment and Training Administration (ETA) and Veterans' Employment and Training Service of the U.S. Department of Labor; and the Rehabilitation Services Administration (RSA) of the U.S. Department of Labor. [Funding expenditures authorized by the Nevada Legislature, 81st Session (2021): **Senate Bill (S.B.) 459**]



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10 Nevada Labor Laws

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