

FINANCIAL IMPACT OF THE SECRET BALLOTS FOR EMPLOYEE REPRESENTATION INITIATIVE

FINANCIAL IMPACT – CANNOT BE DETERMINED

OVERVIEW

The Secret Ballots for Employee Representation Initiative (Initiative) proposes to amend Chapter 614 of the *Nevada Revised Statutes* by adding a new section, designated as NRS 614.190, which states:

The right of individuals to vote by secret ballot is fundamental and shall be guaranteed where local, state, or federal law permits or requires elections, designations, or authorizations for employee representation.

FINANCIAL IMPACT OF THE INITIATIVE

Based on information the Fiscal Analysis Division received from the Office of the Labor Commissioner, enforcement of the provisions of the Initiative would be required by the State Labor Commissioner pursuant to the provisions of *Nevada Revised Statutes* 607.160, which requires that office to enforce all labor laws not specifically vested in another agency. The information obtained from the State Labor Commissioner indicates that enforcement of the provisions of the Initiative may require some investigations to be conducted relative to union certification elections held within the state. Additionally, enactment of the provisions of the Initiative may require the Office of the Labor Commissioner to develop regulations necessary for the enforcement of the Initiative.

However, the number of elections that would be held in future years, the extent of investigation necessary to comply with the provisions of the Initiative, and the number of regulations that may need to be developed cannot be estimated. Thus, the resultant financial impact upon the Office of the Labor Commissioner cannot be determined at this time with any reasonable degree of certainty.

Prepared by the Fiscal Analysis Division of the Legislative Counsel Bureau – July 30, 2010