

2025

Legislative Report

Nevada State AFL-CIO

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150 Affiliates, 150,000+ Members

The Strength of the Nevada State AFL-CIO

AFA-CWA Local 29025
AFA-CWA Local 29073
AFA-CWA Local 29079
AFGE/AAFES Local 1199
AFGE/BOP Local 1217
AFGE Local VA 1224
AFGE Navy Local 1235
AFGE TSA Local 1250
AFGE Local 1808
AFGE Local 1978
AFGE/VA Local 2152
AFGE/DOL Local 2391
AFGE/INS/DOJ Local 2859
AFGE Local 2879
AFGE/DOI Local 3062
AFGE Local 3172
AFGE/GSA/DOD/VA Local 3723
AFM Local 369
AFSCME Local 4041
AFT Local 6181–NCSEAPWA
AFT Local 6741–AAUP Advocacy
AFT Local 6765–Nevada Faculty Alliance–CSN
AFT Local 6766–Nevada Faculty Alliance-Truckee Meadows
AFT Local 6767–Nevada Faculty Alliance–WNC
APWU Local 936
APWU Local 5085
ATU Local 1637
BAC Local 13-NV
Bartenders Local 165
BLET Nevada State Legislative Board
Culinary Workers Union Local 226
CWA Local 9413
PPMWS-CWA Local 14922
CWA Local 29065
IUE-CWA Local 89118
IUE-CWA Local 89119
IUE-CWA Local 89177
HFIAW Local 16
HFIAW Local 135
IAFF Local 731–Reno
IAFF Local 1285–Las Vegas
IAFF Local 1607–North Las Vegas
IAFF Local 1883–Henderson
IAFF Local 1908–Clark County
IAFF Local 2139–Incline
IAFF Local 2251–Carson City
IAFF Local 2423–Elko
IAFF Local 2441–Tahoe Douglas
IAFF Local 2487–Truckee Meadows
IAFF Local 3726–East Fork
IAFF Local 3895–Battle Born Firefighters Association
IAFF Local 4068–Pahrump
IAFF Local 4227–Storey County
IAFF Local 4547–North Lyon
IAFF Local 4621–Mt. Charleston
IAFF Local 4728–Central Lyon
IAFF Local 5046–Elko County
IAFF Local 5073–Boulder City
IAMAW Local Lodge SC 711
IAM Local 801
IAM Local 845
IATSE Local 363
IATSE Local 720
IBEW Local 47
IBEW Local 357
IBEW Local 396
IBEW Local 401
IBEW Local 1245
IBT Local 14
IBT Local 533
IBT Local 631
IBT Local 986
IUEC Local 8
IUEC Local 18
IUOE Local 3
IUOE Local 12
IUOE Local 501
IUPA Local 232–Las Vegas PPACE
IUPAT DC16-Painters Local 159
IUPAT Local 567
IUPAT DC16-Floor Coverers Local 1512
IUPAT DC16-Glaziers Local 2001
Iron Workers Local 27
Iron Workers Local 118
Iron Workers Local 416
Iron Workers Local 433
LIUNA Local 169
NALC Branch 709
NALC Branch 2502
NALC Branch 2778
NFLPA–Las Vegas Raiders
California Nurses Association/NNOC
OPCMIA Local 797
OPEIU Local 29
OPEIU Local 39
OPEIU Local 108
OPEIU Local 109
OPEIU Local 277
OPEIU Local 472
OPEIU Local 537
OPEIU Local 1010 NAVA
OPEIU Local 4873
SAG-AFTRA
SEIU Local 1107
SMART Local 26
SMART Local 88
SMART-TD Local 1043
SMART-TD Local 1117
TWU Local 555
TWU Local 556
TWU LOCAL 577
UA Plumbers & Pipefitters Local 350
UA Plumbers & Pipefitters Local 525
UA Local 669–Road Sprinkler Fitters
UAW Local 2162
UAW Local 3555
UFCW Local 711
USW Local 675
USW Local 711A
USW Local 4856
USW Local 5282

Councils

AFSCME Retirees–Nevada Chapter 4041
AFT/UFT Retiree Chapter #2
APRI–A. Philip Randolph Institute
APWU, State Association–Nevada
BCTC–Building and Construction Trades Council of Northern Nevada
California-Nevada Conference of Operating Engineers (CONOE)
CWA CA-NV Council
CWA District 9
District Council of Iron Workers
IBEW Local 1245–Retirees Council
IBEW Local 357–Retirees
IBT Retirees Association–Southern Nevada
LCLAA–Labor Council for Latin American Advancement
Las Vegas Service Trades Council
LIUNA Local 169–Retirees
LIUNA Local 872–Retirees
Nevada Faculty Alliance Council
Nevada State Association of Electrical Workers
NARA 14–Nevada Alliance for Retired Americans
Northeast Nevada Central Labor Council
Northern Nevada Central Labor Council
NV-UT LIUNA District Council
NV State Pipe Trades- UA State Assoc.
PFFN–Professional Fire Fighters of Nevada
SMART Local 88–Retirees
SNBTU–Southern Nevada Building Trades Unions
Southern Nevada Central Labor Council
Western States Regional Joint Board, Workers United-SEIU

Analysis

The Nevada State AFL-CIO held an in-person legislative meeting with Speaker Steve Yeager, Senate Majority Leader Nicole Cannizzaro, and their caucus members prior to the start of the 2025 legislative session to discuss labor's priorities. These priorities reflect the broad interests of our affiliates from building and construction trades, the service industry, public sector employees, and many other sectors.

Throughout the session, Executive Secretary-Treasurer Susie Martinez held weekly labor legislative meetings with Speaker Yeager and Senate Majority Leader Cannizzaro to discuss labor priorities, provide updates on affiliate-sponsored bills, and coordinate efforts. All affiliates were invited to participate, and the Nevada State AFL-CIO also hosted weekly labor luncheons at both the Carson City and Henderson office to engage affiliates, share updates on bill status, and strengthen collaboration.

The lobbying team consisted of Executive Secretary-Treasurer Susie Martinez, Chief of Staff Carlos Hernandez, and Communications Director Alexandra Noreiga. The organizing department, led by President Liz Sorenson and comprised of Local Training Specialist Megan Archer and Organizer Russ James, mobilized union members to actively participate in the legislative process. Affiliates were encouraged to testify either in person or by phone in support of key labor legislation. These efforts were supported through Action Network, social media, and traditional outreach methods, including direct calls to affiliates.

The Nevada State AFL-CIO also held its 2025 Legislative Conference to inform affiliates about pending legislation and provide updates from labor lobbyists and affiliate leaders. Over 130 union members attended the conference and participated in Labor Lobby Day, where they met with legislators, discussed workplace issues, and advocated for legislation that benefits Nevada's working families.

While several pro-labor bills were passed to support workers, a number of important labor priority bills were ultimately blocked by legislative leadership, particularly by Assembly Democratic leadership. The Nevada State AFL-CIO thanks the legislators who stood with labor and Nevada's working families. However, we are deeply disappointed that Assembly leadership failed to act on critical legislation that would have made a meaningful difference in the lives of Nevada workers, especially those who are too often unheard, overlooked, and denied the dignity and representation they deserve.

The following Legislative Report was approved by the Nevada State AFL-CIO Executive Board.

Labor Bills Passed by the Legislature

Although this does not encompass all labor bills, it reflects labor's broad interests from various sectors and was approved by the executive board for the legislative session report.

The following bills include some major labor priorities that were passed by both the Assembly and Senate and sent to the Governor for action.

Senate Bills Passed

SENATE BILL 60

Expands penalties for crimes intentionally committed against older adults or vulnerable people, including certain types of theft and deceptive trade practices. It also makes offenders liable for civil penalties and limits their eligibility for probation or parole until they pay at least 80% of court-ordered restitution.

SPONSORED BY: **Senate Committee on Judiciary**
PASSED: **Senate 20-0 / Assembly 42-0**
GOVERNOR ACTION: **Signed**
POSITION: **Supported by Labor**



SENATE BILL 93

Creates the Office of Science, Innovation and Technology within the Governor's Office to manage grant programs aimed at expanding broadband access for low-income and rural communities. It prioritizes high-quality job creation, workforce standards, and contractor certification in broadband projects.

SPONSORED BY: **Senator Skip Daly**
PASSED: **Senate 13-8 / Assembly 27-15**
GOVERNOR ACTION: **Vetoed**
POSITION: **Supported by Labor**

SENATE BILL 170

Mandates annual cancer screenings for firefighters and volunteer firefighters to qualify for industrial insurance coverage related to cancer. It also updates physical exam requirements for certain first responders to qualify for heart and lung disease coverage.

SPONSORED BY: **Senator John Steinbeck**
PASSED: Senate **21-0 / Assembly 39-0**
GOVERNOR ACTION: **Signed**
POSITION: **Supported by Labor**







SENATE BILL 182

Requires hospitals in Clark and Washoe Counties to create staffing committees that include technical, service, and nursing staff to develop staffing plans, including specific nurse-to-patient ratios. It enforces compliance, protects employees from retaliation, and includes staffing in workplace safety programs.

SPONSORED BY: **Senator Rochelle Nguyen**
PASSED: **Senate 13-8 / Assembly 27-15**
GOVERNOR ACTION: **Vetoed**
POSITION: **Supported by Labor**

SENATE BILL 183

This bill limits child welfare caseworkers who provide permanency services to handling no more than 30 children, with exceptions for keeping siblings together and in temporary emergencies under agency policy. It builds on existing law requiring agencies to provide care for certain children, including those awaiting adoption or in foster placements.

SPONSORED BY: **Senator Melanie Scheible**
PASSED: **Senate 20-0 / Assembly 33-9**
GOVERNOR ACTION: **Signed**
POSITION: **Supported by Labor**

SENATE BILL 198

Changes the timeline for final pay and compensation when an employee quits, is discharged, or placed on nonworking status. Compensation (including bonuses and retirement contributions) must be paid on the next regular payday, and failure to do so results in monetary penalties for the employer.

SPONSORED BY: **Senator Skip Daly**
PASSED: **Senate 13-8 / Assembly 27-15**
GOVERNOR ACTION: **Vetoed**
POSITION: **Supported by Labor**



SENATE BILL 378

Senate Bill 378 aims to reduce health care costs in Nevada by requiring hospital-affiliated freestanding emergency departments to obtain separate licenses, offer urgent care services, and be located only in areas without access to emergency care. The bill responds to a sharp increase in high-priced stand-alone emergency rooms in Clark County, which are often placed in affluent areas and charge emergency rates for non-urgent conditions that could be treated more affordably in urgent care settings.

SPONSORED BY: **Senator Fabian Doñate**
PASSED **Senate 12-8 / Assembly 27-15**
GOVERNOR ACTION: **Vetoed**
POSITION: **Supported By Labor**

SENATE BILL 443

Requires contractors and subcontractors working on major projects funded by public utilities to pay prevailing wages, even if the work is not classified as public work. This ensures quality, safety, and skilled labor on critical infrastructure projects.

SPONSORED BY: **Senate Committee on Growth and Infrastructure**
PASSED: **Senate 13-8 / Assembly 27-15**
GOVERNOR ACTION: **Signed**
POSITION: **Supported by Labor**

SENATE CONCURRENT RESOLUTION NO. 7

Establishes a joint special committee to study hotel housekeeping operations in Nevada, focusing on improving working conditions and service quality for housekeeping staff. The committee will meet during the 2025–2026 interim, gather input from stakeholders including gaming leaders, labor organizations, law enforcement, hotel employees, and tourism experts, and submit recommendations and possible legislation to the Governor and Legislature by July 31, 2026.

ADOPTED BY: **Senate and Assembly (voice vote)**
POSITION: **Supported by Labor**

Assembly Bills Passed

ASSEMBLY BILL 98

Requires the Governor to annually proclaim April 10 as “Dolores Huerta Day” and encourages Nevada schools to educate students about her legacy and achievements.

SPONSORED BY: **Assemblymember Cinthia Moore**
PASSED: **Assembly 27-15 / Senate 17-4**
GOVERNOR ACTION: **Vetoed**
POSITION: **Supported by Labor**

ASSEMBLY BILL 112

Removes the exemption that allowed employers to deny sick leave for family medical needs to employees covered by collective bargaining agreements, making sick leave mandatory for all workers.

SPONSORED BY: **Assemblymember Duy Nguyen**
PASSED: **Assembly 29-13 / Senate 15-6**
GOVERNOR ACTION: **Vetoed**
POSITION: **Supported by Labor**





ASSEMBLY BILL 188

Makes several changes to the Public Employees' Benefits Program, including requiring the Board to report the typical cost of comparable health insurance for certain retirees and revising rules on subsidies, insurance reinstatement, and reimbursement arrangements. It also increases subsidy amounts for the 2026–2027 fiscal year, appropriates funds to cover those increases, and directs the Joint Interim Standing Committee on Government Affairs to conduct a study on the program during the 2025–2026 interim.

SPONSORED BY: **Assemblymember Max Carter**
PASSED: **Assembly 37-5 / Senate 15-5**
GOVERNOR ACTION: **Vetoed**
POSITION: **Supported by Labor**
ADDITIONAL CONTEXT: **The bill was heavily amended, removing its core intent to restore retiree health benefits.**

ASSEMBLY BILL 213

Requires that workers who perform custom fabrication on public works projects must be paid the prevailing wage, regardless of where the fabrication occurs. It also mandates contractors on certain public projects in larger counties to certify that nonstandard goods or materials are custom fabricated in Nevada and keep records available for inspection.

SPONSORED BY: **Assembly Committee on Government Affairs**
PASSED: **Assembly 26-15 / Senate 13-8**
GOVERNOR ACTION: **Vetoed**
POSITION: **Supported by Labor**

ASSEMBLY BILL 226

Requires businesses applying for transferable tax credits or abatements to submit a community benefits plan outlining how they will support the local community's social and economic well-being. The bill also grants the Office of Economic Development authority to enforce compliance and requires repayment of the abatement if a business fails to meet its commitments. The new rules apply to applications submitted on or after July 1, 2025.

SPONSORED BY: **Assemblymember Erica Mosca**
PASSED: **Assembly 34-7 / Senate 12-9**
GOVERNOR ACTION: **Vetoed**
POSITION: **Supported by Labor**
ADDITIONAL CONTEXT: **Seen as a critical tool for promoting community-centered development like affordable housing. AB226 was seen as a tool to help organizations like the Northern Nevada Building & Construction Trades Council Development Corporation support projects such as affordable housing. Despite strong support in the Legislature, the bill was vetoed before becoming law.**

ASSEMBLY BILL 232

Updates the rules for school district employees in the Public Employees' Retirement System, allowing them to earn a full year of service credit if they work at least 900 hours over a minimum of 8 months in a school year. This replaces the previous requirement of working full-time for the entire school year.

SPONSORED BY: **Assemblymember Daniele Monroe-Moreno**
PASSED: **Assembly 37-5 / Senate 15-6**
GOVERNOR ACTION: **Signed**
POSITION: **Supported by Labor**

ASSEMBLY BILL 305

Caps the fee healthcare providers can charge for completing Family and Medical Leave Act (FMLA) certification forms at $30, with annual adjustments based on inflation posted by the Department of Health and Human Services.

SPONSORED BY: **Assembly Committee on Commerce and Labor**
PASSED: **Assembly 42-0 / Senate 20-0**
GOVERNOR ACTION: **Vetoed**
POSITION: **Supported by Labor**

ASSEMBLY BILL 388

Expands paid family leave for state employees from 8 to 12 weeks and lowers the eligibility requirement from 12 months to 90 days. It includes foster bonding, pregnancy recovery, and extends similar benefits to local government and private sector workers.

SPONSORED BY: **Assemblymember Selena La Rue Hatch**
PASSED: **Assembly 26-16 / Senate 11-9**
GOVERNOR ACTION: **Vetoed**
POSITION: **Supported by Labor**





ASSEMBLY BILL 414

Requires employers with more than 15 employees in large hybrid facilities to include air quality mitigation and monitoring in their workplace safety plans. This includes gas exposure controls, health monitoring, and idle engine limits.

SPONSORED BY: **Assemblymember Cinthia Moore**
PASSED: **Assembly 27-15 / Senate 13-8**
GOVERNOR ACTION: **Vetoed**
POSITION: **Supported by Labor**

ASSEMBLY BILL 434

Prohibits employers from punishing employees who refuse to attend meetings where the primary purpose is to express the employer's religious or political views, with exceptions for religious organizations and necessary work-related communication.

SPONSORED BY: **Assemblymember Natha Anderson**
PASSED: **Assembly 27-15 / Senate 13-8**
GOVERNOR ACTION: **Vetoed**
POSITION: **Supported by Labor**

ASSEMBLY BILL 502

Strengthens oversight and enforcement of public works laws by revising requirements for contractors and subcontractors regarding apprentice use, reporting, and compliance penalties. It establishes the Public Works Compliance Division within the Office of the Labor Commissioner to investigate violations, enforces stricter timelines and consequences for noncompliance, and enhances protections for workers by ensuring that prevailing wage claims are properly investigated.

SPONSORED BY: **Assembly Committee on Government Affairs**
PASSED: **Assembly 27-15 / Senate 13-8**
GOVERNOR ACTION: **Signed**
POSITION: **Supported by Labor**
ADDITIONAL CONTEXT: **Improves enforcement for all union trades and holds violators accountable. AB502 is expected to help all union trades by improving the enforcement of public works laws, particularly around prevailing wage violations. The bill increases accountability among contractors and public agencies and ensures stronger follow-through on violations reported in public works projects.**



ASSEMBLY BILL 596

Allocates funding to implement collective bargaining agreements and compensation adjustments for state employees for the 2025–2027 biennium.

SPONSORED BY: **Assembly Committee on Ways & Means**
PASSED: **Assembly 42-0 / Senate 21-0**
GOVERNOR ACTION: **Signed**
POSITION: **Supported by Labor**
ADDITIONAL CONTEXT: **Despite removal of nearly all bargained agreements and arbitration rulings in the Assembly, key COLAs and benefits were restored by Senate Leadership.**

ASSEMBLY JOINT RESOLUTION NO. 11 (AJR11)

Urges Congress to pass the Richard L. Trumka Protecting the Right to Organize (PRO) Act, which expands and strengthens workers' rights to unionize, protects against employer retaliation, and reduces income inequality through collective bargaining.

SPONSORED BY: **Assemblymember Reuben D'Silva**
PASSED: **Assembly 27-15 / Senate 13-8**
GOVERNOR ACTION: **Resolution does not require Governor action**
POSITION: **Supported by Labor**

Failed Bills

The following bills represent some labor priorities that did not pass both chambers. These include bills that died without a hearing, were heard but saw no committee action, or passed in one chamber but failed in the other.

ASSEMBLY BILL 191

Assembly Bill 191 expands Nevada's collective bargaining laws to allow professional employees of large state agencies, including the Nevada System of Higher Education and its graduate assistants, to unionize and engage in collective bargaining. It outlines the rights and responsibilities of these employees and their employers, including representation, dispute resolution, agreement approval, and updated legal definitions.

SPONSORED BY: **Assemblymember Natha Anderson**
STATUS: **Died in Assembly Ways & Means Committee without a hearing.**
POSITION: **Supported by Labor**

ASSEMBLY BILL 402

Creates a pilot program authorizing the use of automated traffic enforcement systems, such as speed cameras, in temporary work zones to improve safety. The bill aimed to reduce speeding and enhance protection for workers and drivers in construction and maintenance areas.

SPONSORED BY: **Assemblymember Selena Torres-Fossett**
STATUS: **Died in Assembly Ways & Means Committee.**
POSITION: **Supported by Labor**
ADDITIONAL CONTEXT: **Despite strong efforts in the Assembly, Senate leadership refused to grant a hearing, halting the bill.**

ASSEMBLY BILL 446

Assembly Bill 446 creates new safety and operational requirements for Class I and II railroads in Nevada, including limits on train length, mandatory hot box detectors, improved lighting in rail yards, union safety monitoring, and a $5 million compliance bond. It also sets stricter rules for railroad contract carriers that transport railroad employees, including driver qualifications, limits on hours, mandatory drug testing, vehicle inspections, insurance coverage, and compliance bonds.

SPONSORED BY: **Assemblymember Max Carter**
STATUS: **Died in Assembly Ways & Means Committee without a hearing.**
POSITION: **Supported by Labor**

ASSEMBLY JOINT RESOLUTION 5 (AJR5)

AJR5 seeks to repeal the constitutional prohibition on lotteries and authorize the creation of a state lottery, with the revenue directed toward youth mental health services and possibly other public health initiatives.

STATUS: **Passed 2023 session (Assembly: 26–15 / Senate: 12–8); Died in 2025 due to refusal by Assembly Democratic leadership to hold a hearing**
POSITION: **Supported by Labor**



SENATE BILL 172

Senate Bill 172 extends existing labor protections to agricultural employees, including required rest and meal breaks and limits on the value of lodging and meals used to calculate wages. It also establishes the Agricultural Workers' Bill of Rights, granting workers access to visitors and service providers, protections from harmful work practices, the right to organize, and legal remedies for violations.

SPONSORED BY: **Senator Edgar Flores**
STATUS: **Passed Senate (13–8); Passed Assembly Commerce & Labor Committee; Democratic leadership in the Assembly failed to bring the bill to a vote, and it died in the Assembly.**
POSITION: **Supported by Labor**

SENATE BILL 306

Senate Bill 306 requires the Division of Child and Family Services to create a task force to develop a program providing housing and services for children with emotional disturbances who cannot return home after discharge due to safety risks. It also expands the definition of "child with an emotional disturbance" and includes certain state employees involved in child welfare as protected officers under assault and battery laws.

SPONSORED BY: **Senator Michelee Cruz-Crawford**
STATUS: **Passed Senate (21–0); Passed Assembly (38–4); Later re-referred to Assembly Ways & Means and passed with amendment, but died without a floor vote**
POSITION: **Supported by Labor**
ADDITIONAL CONTEXT: **The Assembly voted to reconsider the vote on SB306, removed the bill from the General File, and re-referred it to the Assembly Ways & Means Committee. The Assembly Ways & Means Committee heard the bill and voted it out of committee with an amendment. Democratic leadership in the Assembly failed to bring the bill to a vote, and it died in the Assembly.**

SENATE BILL 395

Senate Bill 395 requires that autonomous vehicles over 26,000 pounds or those with more than two axles carrying eight or more passengers must have a human operator with a commercial driver's license present who can take manual control. These rules take effect on October 1, 2025, and expire on September 30, 2035. The Teamsters and the sponsor agreed to shorten the expiration date to three years, ending September 30, 2028, as a compromise. Despite this, Assembly Democratic leadership rejected the proposal.

SPONSORED BY: **Senator James Ohrenschall**
STATUS: **Passed Senate (14–7); Democratic leadership in the Assembly failed to bring the bill to a vote, and it died in the Assembly.**
POSITION: **Supported by Labor**



Neutral Bills

ASSEMBLY BILL 238 AND SENATE BILL 220

Film Tax Credit Proposals

Assembly Bill 238, sponsored by Assemblymember Sandra Jauregui, and Senate Bill 220, sponsored by Senator Roberta Lange, proposed allocating over $1.6 billion in long-term film tax credits to support two competing studio developments in Las Vegas.

AB238 supported a proposed project led by Howard Hughes Corporation in partnership with Sony Pictures and Warner Bros., aimed at building "Summerlin Studios" in the Summerlin area. SB220 focused on a separate proposed project involving Manhattan Beach Studios (MBS) and Birtcher Development, to be located at UNLV's Harry Reid Research and Technology Park in the southwest valley.

The Nevada State AFL-CIO did not take a formal position on either bill due to divisions among its affiliated unions. However, it encouraged all parties, including studio partners and developers, to engage in good-faith negotiations to address labor concerns and pursue a workable solution.

AB238 narrowly passed the Assembly but did not receive a vote in the Senate before the legislative session ended. SB220 did not advance to a floor vote, and neither bill became law.

STATUS: **AB238 (sponsored by Assemblymember Jauregui): Passed Assembly 22 to 0, died in the Senate. SB220 (sponsored by Senator Lange): Died in the Senate.**
POSITION: **Neutral, due to divisions among affiliated unions.**

ASSEMBLY BILL 404

The Teamsters originally opposed Assembly Bill 404, sponsored by Assemblyman Howard Watts, which would allow microbreweries to bypass the traditional three-tier distribution system and distribute their products independently, avoiding Teamsters drivers and warehouse workers.

While microbreweries currently move small volumes, the Teamsters argue this bill could pave the way for larger beer manufacturers to bypass union labor in wholesale and distribution, threatening union jobs. Allowing microbreweries to perform union work with non-union labor would undermine wages and job security in local communities.

This bill is essentially a reintroduction of a similar measure from last session, sponsored by Senator Rochelle Nguyen, which did not advance.

The Teamsters fought to amend the bill to protect drivers, warehouse workers, and wholesalers.

Facing strong opposition from the Teamsters and Nevada State AFL-CIO, the bill's sponsor and stakeholders reached a compromise after the hearing that protects Teamsters jobs and wholesalers' interests.

SPONSORED BY: **Assemblymember Howard Watts**
STATUS: **Passed Assembly 42–0 / Passed Senate 19–2**
GOVERNOR ACTION: **Signed**
POSITION: **Originally opposed by labor; moved to neutral after compromise amendments were adopted.**



ASSEMBLY BILL 452

AB 452 was originally introduced as a study to determine whether Nevada's publicly regulated utility was overcharging for natural gas and included proposed changes to the rate case timeline. Supported by the Nevada Conservation League, the bill appeared to be an effort to portray natural gas—a resource on which the state relies for over 70% of its energy—as a riskier option. This posed a threat to Outside IBEW members working at gas facilities.

Following discussions with the bill sponsor, she agreed to narrow the bill's scope to a general study and to collaborate with the utility during the interim to improve current practices. However, the Chair of the Assembly Growth and Infrastructure Committee rejected this compromise and advanced the original version of the bill.

The IBEW then entered into negotiations with the Committee Chair and the Nevada Conservation League to prevent extensions to the rate case timelines and to remove any ambiguous language that could jeopardize existing worksite agreements. After these amendments were accepted, the IBEW supported the bill.

SPONSORED BY: **Assemblymember Brown-May**
STATUS: **Passed Assembly 35–7 / Passed Senate 20–0**
GOVERNOR ACTION: **Signed**
POSITION: **Originally opposed; shifted to support after amendments.**







ASSEMBLY BILL 458

This bill returned from the previous session, where both Inside and Outside IBEW Locals had opposed it. Initially, the bill sponsor engaged with IBEW to address concerns broadly, including provisions to designate projects as public works under prevailing wage. These changes moved IBEW Local 357 to a neutral position. However, Outside Locals remained opposed through the end.

The bill established a net metering structure for utilities serving low-income housing, largely benefiting the nonunion solar industry. It included no protections for Outside Locals, no triggers to create new work opportunities for IBEW, and communications between the sponsor and Outside Locals quickly broke down.

SPONSORED BY: **Assemblymember Howard Watts**
STATUS: **Passed Assembly 35–7 / Passed Senate 20–0**
GOVERNOR ACTION: **Vetoed**
POSITION: **Mixed. IBEW Inside Local moved to neutral after amendments; Outside Locals remained opposed.**



ASSEMBLY BILL 540

Governor's Housing Bill

AB540 allocates over $130 million in state funds for "attainable" housing projects targeting households earning up to 150% of the area median income—creating a new tier above traditional affordable housing.

Affiliates initially opposed the bill due to exemptions from prevailing wage requirements. However, some concerns were addressed through subsequent amendments. As a result, union positions varied: some affiliates remained opposed, others shifted to a neutral stance, and a few ultimately supported the final version. The Nevada State AFL-CIO did not take an official position due to division among its affiliates.

SPONSORED BY: **Office of the Governor**
STATUS: **Passed Assembly 42–0 / Passed Senate 15–6**
GOVERNOR ACTION: **Signed**
POSITION: **Originally opposed due to prevailing wage exemptions; shifted to neutral due to amendments and internal divisions among affiliates. Some unions remained opposed; others supported.**

NEVADA STATE AFL-CIO EXECUTIVE BOARD

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