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## Office of the Governor

June 12, 2025

The Honorable Francisco Aguilar  
Nevada Secretary of State  
401 South Carson Street  
Carson City, Nevada 89701

**Re: Senate Bill 182 of the 83rd Legislative Session**

Dear Secretary of State Aguilar:

I am forwarding to you, for filing within the time limit set forth in the Nevada Constitution and without my approval, Senate Bill 182 ("SB 182"), which is titled as follows:

AN ACT relating to health care; requiring certain hospitals to establish staffing committees for technical and service staff; establishing requirements governing the staffing of certain health care facilities; requiring certain hospitals to keep certain records relating to staffing; requiring certain hospitals to report certain information relating to staffing; prohibiting certain health care facilities from taking certain retaliatory actions; providing for certain actions to investigate and correct certain violations relating to staffing; providing administrative penalties; and providing other matters properly relating thereto.

While I support efforts to promote safe, high-quality patient care, SB 182 imposes a rigid, one-size-fits-all staffing mandate that fails to reflect the complex and ever-changing realities of health care delivery. By locking specific nurse-to-patient ratios into law, this bill removes the flexibility that hospitals and care teams need to respond in real time to fluctuating patient needs, emergencies, and staffing availability.

Mandating additional government-created staffing committees—regardless of existing hospital structures—adds layers of bureaucracy that could hinder rather than help patient care. Hospitals should retain the ability to design staffing plans that reflect their unique patient populations, clinical environments, and workforce conditions. Many health

systems already employ collaborative approaches tailored to their specific needs; these should not be overridden by inflexible state requirements.

Nevada is currently grappling with a significant shortage of nurses and other health care workers. Imposing fixed ratios without first addressing this workforce crisis could force hospitals into impossible decisions—such as reducing services or turning away patients simply because they cannot meet staffing quotas. The real-world impact would be felt most by patients in underserved and rural areas, who could face longer wait times, fewer available services, or no access at all to critical care.

The financial impact of SB 182 cannot be overlooked. Hospitals would be forced to shift critical resources away from direct patient care to comply with new administrative and regulatory burdens. Rather than supporting innovation or improving outcomes, this bill risks prioritizing paperwork over patients.

Because SB 182 would limit hospitals' ability to adapt to real-time patient needs, impose significant new regulatory burdens, and risk reducing access to care—especially in already vulnerable communities—I cannot support it.

For these reasons, I veto this bill and return it to you without my signature or approval.

Respectfully submitted,



JOE LOMBARDO

*Governor of Nevada*

Enclosure

cc: The Honorable Stavros Anthony, President of the Senate (without enclosure)  
The Honorable Nicole Cannizzaro, Senate Majority Leader (without enclosure)  
The Honorable Steve Yeager, Speaker of the Assembly (without enclosure)  
Brendan Bucy, Secretary of the Senate (without enclosure)  
Bonnie Borda Hoffecker, Chief Clerk of the Assembly (without enclosure)  
Diane Thornton, Legislative Counsel Bureau, Director (without enclosure)  
Asher Killian, Legislative Counsel Bureau, Legislative Counsel (without enclosure)