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Office of the Governor

June 5, 2025

The Honorable Francisco Aguilar
Nevada Secretary of State
101 North Carson Street
Carson City, Nevada 89701

Re: Assembly Bill 112 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, Assembly Bill 112 ("AB 112"), which is titled as follows:

AN ACT relating to employment; removing an exemption for employees covered under a valid collective bargaining agreement from provisions providing certain employees with the right to use sick leave to assist a member of the employee's immediate family with certain medical needs; and providing other matters properly relating thereto.


Consistent with existing law, I support allowing employees to use their earned sick leave to care for family members in need. That said, AB 112 represents yet another effort to mandate benefits for unionized employees outside the negotiation of their collective bargaining agreements, thereby undermining the integrity of those agreements. Similarly, Senate Bill 401 ("SB 401") from this legislative session sought to establish statutory labor rights that exceeded the terms negotiated through collective bargaining. As stated in my veto message for SB 401, imposing such requirements by law "inappropriately places a proverbial thumb on the scale in favor of labor because, if enacted, this bill would effectively remove a step in the current bargaining process in a manner that would directly favor one side of the labor-management dynamic."

Because mandating this additional benefit would undermine the collective bargaining process and disrupt the balance of labor-management relations across the state, I cannot support it.

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

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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)