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Office of the Governor

June 11, 2025

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

Re: Assembly Bill 388 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 388 ("AB 388"), which is titled as follows:

AN ACT relating to employment; requiring certain public and private employers to establish certain procedures and forms relating to paid family leave; requiring the Human Resources Commission and Labor Commissioner to establish certain regulations relating to paid family leave; requiring certain public and private employers to provide notice relating to paid family leave; revising provisions relating to paid family leave for certain state employees and employees of private employers; repealing certain provisions relating to leave; providing penalties; and providing other matters properly relating thereto.

Nevada has long prided itself on maintaining a business-friendly environment—one that supports growth, innovation, and job creation. Now is not the time to introduce broad, burdensome mandates that would significantly disrupt this balance, particularly for Nevada's small and mid-sized businesses.

Though AB 388 technically applies only to employers with 50 or more employees, many businesses that Nevada families consider "small"—like local restaurants or gyms—often meet or exceed this threshold, especially if they operate multiple locations. These

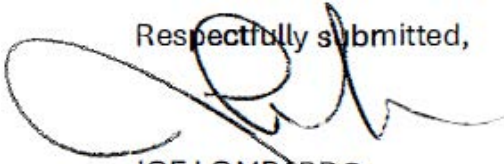
businesses typically lack the administrative infrastructure needed to navigate complex leave policies, yet the bill requires them to implement and manage detailed compliance procedures, track eligibility, and ensure proper documentation—all while continuing daily operations.

More concerning is the bill's combination of expanded paid leave entitlements, reduced eligibility to just 90 days of employment, and mandated wage replacement of up to 100%. This puts additional financial and operational pressure on employers who may already be struggling with high turnover, tight margins, and staffing shortages. Many simply cannot absorb prolonged absences without affecting service quality or increasing costs for consumers.

Additionally, the inclusion of civil liability, criminal penalties, and fines of up to \$5,000 per violation adds a layer of legal risk that could deter business growth or even force some employers to scale back. Though it is important that our laws provide accountability, proposals like AB 388 must be carefully balanced to avoid unintended harm to the Nevadans that provide those jobs.

Because AB 388 would severely disrupt the economic stability of businesses across Nevada, I cannot support it.

For these reasons, I veto this bill and return it 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)