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Office of the Governor

June 2, 2025

The Honorable Nicole Cannizzaro
Majority Leader of the Nevada State Senate
401 South Carson Street
Carson City, Nevada 89701

Re: Senate Bill 410 of the 83rd Legislative Session

Dear Leader Cannizzaro:

I am forwarding to you, for filing within the time limit set forth in the Nevada Constitution and without my approval, Senate Bill 410 ("SB 410"), which is titled as follows:

AN ACT relating to public employees; revising the subjects of mandatory bargaining to include insurance benefits for a covered dependent of a local government employee; and providing other matters properly relating thereto.

Though SB 410 is well-intentioned in its aim to decrease healthcare-related cost burdens on certain Nevadan families, it is not sufficiently tailored to Nevada's unique economic realities. Cited examples of school districts with dependent contribution models—Denver, Miami-Dade County, Los Angeles Unified, and San Diego Unified—may be appropriate analogues if this bill was specifically limited to Clark County. That said, SB 410 would mandate that "**every** local government employer" bargain in good faith regarding "insurance benefits for a covered dependent of an employee." There is nothing in current law preventing labor and management from negotiating terms providing such benefits. Legislating additional mandatory subjects of bargaining 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.

Since nothing in current law prohibits negotiations regarding covered dependent insurance benefits and signing this legislation would disturb the delicate balance of labor-management relationships statewide, I cannot support it.

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

Respectfully submitted,

A handwritten signature in blue ink, appearing to be "Joe Lombardo", written over the typed name and title.

JOE LOMBARDO

Governor of Nevada

Enclosure

cc: The Honorable Stavros Anthony, President of the Senate (without enclosure)
The Honorable Steve Yeager, Speaker of the Assembly (without enclosure)
The Honorable Francisco Aguilar, Secretary of State (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)