

## **FINANCIAL IMPACT OF THE SECRET BALLOTS IN ELECTIONS FOR EMPLOYEE REPRESENTATION INITIATIVE**

### **FINANCIAL IMPACT – CANNOT BE DETERMINED**

#### **OVERVIEW**

The Secret Ballots in Elections for Employee Representation Initiative (Initiative) proposes to amend Article 1 of the *Nevada Constitution* by adding a new section, entitled Section 23, which states:

The right of individuals to vote by secret ballot is fundamental and shall be guaranteed where local, state, or federal law permits or requires elections, designations, or authorizations for employee representation.

#### **FINANCIAL IMPACT OF THE INITIATIVE**

Based on information the Fiscal Analysis Division received from the Office of the Labor Commissioner, enforcement of the provisions of the Initiative would be required by the State Labor Commissioner pursuant to the provisions of *Nevada Revised Statutes* 607.160, which requires that office to enforce all labor laws not specifically vested in another agency. The information obtained from the State Labor Commissioner indicates that enforcement of the provisions of the Initiative may require some investigations to be conducted relative to union certification elections held within the state. However, the number of elections that would be held in future years, the extent of investigation necessary to comply with the provisions of the Initiative, and the resultant financial impact upon the Office of the Labor Commissioner cannot be determined at this time with any reasonable degree of certainty.

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