JOE LOMBARDO

DEPARTMENT OF BUSINESS AND INDUSTRY OFFICE OF THE LABOR **COMMISSIONER**

STATE OF NEVADA

BRETT HARRIS Labor commissioner

DR. KRISTOPHER SANCHEZ

BRETT HARRIS

Labor commissioner

OFFICE OF THE LABOR COMMISSIONER

1818 COLLEGE PARKWAY, SUITE 102

OFFICE OF THE LABOR COMMISSIONER

DR. KRISTOPHER SANCHEZ

BRETT HARRIS

Labor Commissioner

340 WEST SAHARA AVENUE

LAS VEGAS, NEVADA 89102

PHONE (702) 486-2650

FAX (702) 486-2660

PHONE (775) 684-1890

FAX (775) 687-6409

OTICE: This state has its own minimum wage law. Employers are also required to display the federal Employee Rights Under the Fair Labor Standards Act posting, which indicates the federal minimum wage. Where federal and state rates both apply to an

THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY.

DR. KRISTOPHER SANCHEZ

STATE OF NEVADA MINIMUM WAGE **2024 ANNUAL BULLETIN**

POSTED APRIL 1, 2024

EVADA BALLOT OUESTION 2, PASSED NOVEMBER 2022, ELIMINATES TWO-TIER MINIMUM WAGE AS OF JULY 1, 2024:

July 1, 2024

ployee, the U.S. Department of Labor dictates that the employee is entitled to the higher minimum wage rate.

STATE OF NEVADA

DEPARTMENT OF BUSINESS AND INDUSTRY

OFFICE OF THE LABOR COMMISSIONER

STATE OF NEVADA

DAILY OVERTIME

2024 ANNUAL BULLETIN

POSTED APRIL 1, 2024

MPLOYERS MUST PAY 1.5 TIMES AN EMPLOYEE'S REGULAR WAGE RATE WHENEVER AN EMPLOYEE WHO IS PAID LESS

THAN 1.5 TIMES THE APPLICABLE MINIMUM WAGE RATE WORKS MORE THAN 40 HOURS IN ANY WORKWEFK OR MORE

HAN 8 HOURS IN ANY WORKDAY, UNLESS OTHERWISE EXEMPTED. EMPLOYERS SHOULD REFER TO NRS 608.018 FOR

NEVADA BALLOT QUESTION 2 PASSED NOVEMBER 2022 ELIMINATES TWO-TIER MINIMUM WAGE AS OF JULY 1, 2024:

STATE OF NEVADA

Department of Business & Industry

OFFICE OF THE LABOR COMMISSIONER

http://www.labor.nv.gov

REQUIRED POSTING – ASSEMBLY BILL 190

https://www.leg.state.nv.us/App/NELIS/REL/81st2021/Bill/7578/Text#

Effective October 1, 2021, as set forth in Assembly Bill 190 a new section is added

Except as otherwise provided in this section, if an employer provides paid or unpaid sick leave for the use of his

need to the same extent and under the same conditions that apply to the employee when taking such leave.

which is equal to not less than the amount of sick leave that the employee accrues during a 6- month period.

DOMESTIC VIOLENCE & SEXUAL ASSAULT VICTIMS LEAVE BULLETIN

EFFECTIVE January 1, 2024

Pursuant to Assembly Bill 163 from the 82nd Legislative Session of the Nevada Legislature, NRS 608.0198 is hereby

mended to include victims of sexual assault the same employment protections as domestic violence victims.

. An employee who has been employed by an employer for at least 90 days and who is a victim of an act which

institutes domestic violence or sexual assault, or whose family or household member is a victim of an act which

onstitutes domestic violence or sexual assault, and the employee is not the alleged perpetrator, is entitled to not

(b) Must be used within the 12 months immediately following the date on which the act which constitutes domestic

d) If used for a reason for which leave may also be taken pursuant to the Family and Medical Leave Act of 1193, 29

U.S.C. §§ 2601 et seg., must be deducted from the amount of leave the employee is entitled to take pursuant to this

1) For the diagnosis, care or treatment of a health condition related to an act which constitutes domestic violence or

(2) To obtain counseling or assistance related to an action which constitutes domestic violence or sexual assault

(3) To participate in court proceedings related to an act which constitutes domestic violence or sexual assault

(4) To establish a safety plan, including, without limitation, any action to increase the safety of the employee or the

(b) After taking any hours of leave upon the occurrence of the action which constitutes domestic violence or sexual

assault, an employee shall give not less than 48 hours advance notice to his or her employer of the need to use

(a) Deny an employee the right to use hours of leave in accordance with the conditions of this section;

b) Require an employee to find a replacement worker as a condition of using hours of leave; or

family or household member of the employee from a future act which constitutes domestic violence or sexual assault.

sexual assault committed against the employee or a family or household member of the employee;

section and from the amount of leave the employee is entitled to take pursuant to the Family and Medical Leave Act of $\hspace{0.1in}$ (1) Spouse;

nore than 160 hours of leave in one 12-month period. Hours of leave provided pursuant to this subsection:

An employer may limit the amount of sick leave that an employee may use pursuant to subsection 1 to an amount

or her employees, the employer must allow an employee to use any accrued sick leave to assist a member of the

mmediate family of the employee who has an illness, injury, medical appointment or other authorized medical

to Chapter 608 of NRS

ection 1. Chapter 608 of NRS is hereby amended by adding thereto a new section to read as follows:

STATE OF NEVADA

DEPARTMENT OF BUSINESS AND INDUSTRY

OFFICE OF THE LABOR COMMISSIONER

Effective January 1, 2024, NRS 608.0198 reads as follows:

(a) May be paid or unpaid by the employer;

c) May be used consecutively or intermittently; and

(a) An employee may use the hours of leave only:

. An employee may use the hours of leave pursuant to subsection 1 as follows:

ommitted against the employee or a family or household member of the employee

committed against the employee or a family or household member of the employee:

dditional hours of leave for any purpose listed in paragraph (a).

c) Retaliate against and employee for using hours of leave.

iolence or sexual assault occurred:

993, 29 U.S.C. §§ 2601 et. Seg

FURTHER DETAILS ON OVERTIME REOUIREMENTS.

Assembly Bill 190

DR. KRISTOPHER SANCHEZ

BRETT HARRIS

Labor Commissioner

July 1, 2024

PURSUANT TO ARTICLE 15, SECTION 16(A) OF THE CONSTITUTION OF THE STATE OF NEVADA AND ASSEMBLY BILL (AB) 456 PASSED IN 2019 DURING THE 80TH REGUI AR SESSION OF THE NEVADA LEGISLATURE. THE ABOVE MINIMUM WAGE RATE SHALL APPLY TO ALL EMPLOYEES IN THE STATE OF NEVADA UNLESS OTHERWISE EXEMPTED. THIS RATE IS EFFECTIVE AS OF JULY 1, 2024, AND APPLIES TO ALL EMPLOYEES REGARDLESS OF OFFERED EMPLOYER HEALTH

Copies of this notice may be obtained from our website at: www.labor.nv.gov or by contacting the addresses and phone numbers listed above.

> Assembly Bill 456 https://www.leg.state.nv.us/App/NELIS/REL/80th2019/Bill/6870/Text Senate Bill 192 https://www.leg.state.nv.us/App/NELIS/REL/80th2019/Bill/6334/Text

Carson City: 1818 E. College Parkway, Suite 102, Carson City, Nevada 89706 - Telephone (775) 684-1890 -

Las Vegas: 3340 W. Sahara Avenue, Las Vegas, Nevada 89102 - Telephone (702) 486-2650 - Fax (702) 486-2660 mail1@labor.nv.gov

EFFECTIVE JULY 1, 2024, EMPLOYEES WHO EARN LESS THAN \$18.00 PER HOUR ARE ELIGIBLE FOR OVERTIME

Copies may be obtained at www.labor.nv.gov or from the Labor Commissioner's Offices listed above.

Las Vegas: 3340 W. Sahara Avenue, Las Vegas, Nevada 89102 - Telephone (702) 486-2650 - Fax (702) 486-2660

www.labor.nv.gov mail1@labor.nv.gov

The Labor Commissioner shall prepare a bulletin which clearly sets forth an explanation of the provisions of this

section. The Labor Commissioner shall post the bulletin on the Internet website maintained by the Office of the

Labor Commissioner and shall require each employer that provides sick leave to employees to post the bulletin in a

The provisions of this section shall not be construed to: (a) Limit or abridge any other rights, remedies or procedures

available under the law; (b) Negate any other rights, remedies or procedures available to an aggrieved party;

(c) Prohibit, preempt or discourage any contract or other agreement that provides a more generous sick leave

take pursuant to the Family and Medical Leave Act of 1993, 29 U.S.C. §§ 2601 et seg.

benefit or paid time off benefit; or (d) Extend the maximum amount of leave to which an employee is entitled to

An employer shall not deny an employee the right to use accrued sick leave in accordance with the provisions of

The provisions of this section do not apply: (a) To the extent prohibited by federal law; or (b) With regard to an

As used in this section, "immediate family" means: (a) The child, foster child, spouse, domestic partner, sibling,

parent, mother-in-law, father-in-law, grandchild, grandparent, or stepparent of an employee; or (b) Any person for

employee of the employer if the employee is covered under a valid collective bargaining agreement.

4. The employer of an employee who takes hours of leave pursuant to this section may require the employee to

provide to the employer documentation that confirms or supports the reason the employee provided for requesting

leave. Such documentation may include, without limitation, a police report, a copy of an application for an order

for protection, an affidavit from an organization which provides services to victims of domestic violence or sexual

5. The Labor Commissioner shall prepare a bulletin which clearly sets forth the right to the benefits created by this

section. The Labor Commissioner shall post the bulletin on the Internet website maintained by the Office of Labor

6. An employer shall maintain a record of the hours of leave taken pursuant to this section for each employee for

available for inspection by the Labor Commissioner. The employer shall exclude the names of the employees from the

(c) Prohibit, preempt or discourage any contract or other agreement that provides a more generous leave benefit or

(4) Parent or other adult person who is related within the first degree of consanguinity or affinity to the employee,

or other adult person who is or was actually residing with the employee at the time of the act which constitutes

Pursuant to NRS 608.195 (except as otherwise provided in NRS 608.0165) any person who violates provisions of

NRS 608.005 to 608.195 inclusive is guilty of a misdemeanor. In addition to any other remedy or penalty, the Labor Commissioner may impose against the person an administrative penalty of not more than \$5,000 for each violation.

Carson City: 1818 E. College Parkway, Suite 102, Carson City, Nevada 89706 - Telephone (775) 684-1890 -

Las Vegas: 3340 W. Sahara Avenue, Las Vegas, Nevada 89102 - Telephone (702) 486-2650 - Fax (702) 486-2660

www.labor.nv.gov mail1@labor.nv.gov

02/15/2024

Fax (775) 687-6409

a 2-year period following the entry of such information in the record and, upon request, shall make those records

Commissioner, if any, and shall require all employers to post the bulletin in a conspicuous location in each workplace

maintained by the employer. The bulletin may be included in any printed abstract posted by the employer pursuant to

assault or documentation from a physician. Any documentation provided to an employer pursuant to this subsection

is confidential and must be retained by the employer in a manner consistent with the requirements of the Family and

this section or retaliate against an employee for attempting to prosecute a violation of this section or for exercising

plover. The bulletin may be included in any printed

EMPLOYEES THAT MAKE MORE THAN THE HOURLY RATE ABOVE ARE ELIGIBLE FOR OVERTIME AT 1.5 TIMES THE

Carson City: 1818 E. College Parkway, Suite 102, Carson City, Nevada 89706 - Telephone: (775) 684-1890 -

AT ONE AND A HALF (1.5) TIMES THE EMPLOYEE'S REGULAR RATE OF PAY FOR:

EMPLOYEE'S REGULAR RATE OF PAY FOR OVER 40 HOURS OF WORK IN A WORK WEEK.

OVER 8 HOURS OF WORK IN A 24-HOUR PERIOD; OR

abstract posted by the employer pursuant to NRS 608.013.

any rights afforded by this section.

whom the employee is the legal guardian.

Medical Leave Act of 1993, 29 U.S.C. §§ 2601 et seg.

7. The provisions of this section do not:

(b) "Family or household member" means a:

domestic violence or sexual assault

paid leave benefit.

8. As used in this section:

(2) Domestic partner

(3) Minor child; or

records, unless a request for a record is for the purpose of an investigation.

(a) "Domestic violence" has the meaning ascribed to it in NRS 33.018.

(c) "Sexual assault" has the meaning ascribed to it in NRS 200.366.

(a) Limit or abridge any other rights, remedies or procedures available under the law.

(b) Negate any other rights, remedies or procedures available to an aggrieved party.

OVER 40 HOURS OF WORK IN A WORK WEEK.

STATE OF NEVADA

Office of the Labor Commissioner Paid Leave Effective January 1, 2020 – Nevada Revised Statutes (NRS) § 608

Except as otherwise provided in Senate Bill (SB) 312, every employer in private employment with not <u>less than 50</u> employees shall provide paid leave to each employee of the employer as follows:

A. An employee is entitled to at least 0.01923 hours of paid leave for each hour of work performed. B. Paid leave accrued may carry over for each employee between his or her benefit years of employment, except an employer may limit the amount of paid leave for each employee carried over to a maximum of 40 hours per benefit

1. Compensate an employee for the paid leave available for use by that employee at the rate of pay at which the employee is compensated at the time such leave is taken; and

2. Pay such compensation on the same payday as the hours taken are normally paid. D. An employer may set a minimum increment of paid leave, not to exceed 4 hours that an employee may use at any

1. An employer shall provide to each employee on each payday an accounting of the hours of paid leave available for use by that employee. An employer may use the system that the employer uses to pay its employees to

provide the accounting of the hours of paid leave available for use by the employee. 2. An employer may, but is not required to, compensate an employee for any unused paid leave available for use by that employee upon separation from employment, except if the employee is rehired by the employer within 90 days after separation from that employer and the separation from employment was not due to the employee voluntarily leaving his or her employment, any previously unused paid leave hours available for use by that

. An employee in private employment may use paid leave available for use by that employee as follows: 1. An employer shall allow an employee to use paid leave beginning on the 90th calendar day of his or her

2. An employee may use paid leave available for use by that employee without providing a reason to his or her employer for such use.

3. An employee shall, as soon as practicable, give notice to his or her employer to use the paid leave available for use by that employee.

4. An employer shall not: deny an employee the right to use paid leave available for use by that employee in accordance with the conditions of this section; require an employee to find a replacement worker as a condition of using paid leave available for use by that employee; or retaliate against an employee for using paid leave

F. An employer shall maintain a record of the receipt or accrual and use of paid leave pursuant to this section for each employee for a 1-year period following the entry of such information in the record and, upon request, shall make those records available for inspection by the Labor Commissioner.

G. For the first 2 years of operation, an employer is not required to comply with the provisions of this section.

H. This section does not apply to: (a) An employer who, pursuant to a contract, policy, collective bargaining agreement or other agreement, provides employees with a policy for paid leave or a policy for paid time off to all scheduled employees at a rate of at least 0.01923 hours of paid leave per hour of work performed; and (b) Temporarv. seasonal or on-call employees

Except as otherwise provided in NRS 608.0165, the Labor Commissioner may impose an administrative penalty of not more than \$5,000 for each violation of NRS 608.005 to 608.195 inclusive, in addition to other remedies or penalties as authorized by law.

For a copy of the SB 312: https://www.leg.state.nv.us/App/NELIS/REL/80th2019/Bill/6553/Overview *This bulletin is a summary of SB 312. It is for posting and information purposes and should not be considered legal advice. Please refer to SB 312 and NRS section 608 for further details.

Copies of this notice may be obtained from our website at: www.labor.nv.gov

For more information contact the Office of the Labor Commissioner Carson City 775-684-1890 or Las Vegas 702-486-265 www.labor.nv.gov

REV. 6/11/2019

Wage and Hour Laws

JOE LOMBARDO

STATE OF NEVADA DEPARTMENT OF BUSINESS AND INDUSTRY OFFICE OF THE LABOR COMMISSIONER DR. KRISTOPHER SANCHEZ BRETT K. HARRIS, ESQ Labor Commissioner

without limitation: (1) Treatment of a mental or physical illness, injury, or health condition. (2) Receiving a medical diagnosis

or medical care. (3) Receiving or participating in preventative care. (4) Participating in caregiving; or (5) Addressing other

NRS 608.0198 Employee entitled to leave related to domestic violence; uses of leave; prohibited acts; required documentation;

Labor Commissioner to prepare bulletin; posting; maintenance of records; other rights, remedies and agreements unimpaired.

An employee who has been employed by an employer for at least 90 days and who is a victim of an act which

constitutes domestic violence, or whose family or household member is a victim of an act which constitutes

domestic violence, and the employee is not the alleged perpetrator, is entitled to not more than 160 hours of

(b) Must be used within the 12 months immediately following the date on which the act which constitutes

(d) If used for a reason for which leave may also be taken pursuant to the Family and Medical Leave Act of 1993,

29 U.S.C. §§ 2601 et seq., must be deducted from the amount of leave the employee is entitled to take pursuant

to this section and from the amount of leave the employee is entitled to take pursuant to the Family and Medical

1) For the diagnosis care or treatment of a health condition related to an act which constitutes domestic

(2) To obtain counseling or assistance related to an act which constitutes domestic violence committed against

(3) To participate in any court proceedings related to an act which constitutes domestic violence committed

(4) To establish a safety plan, including, without limitation, any action to increase the safety of the employee or

employee shall give not less than 48 hours' advance notice to his or her employer of the need to use additional

the family or household member of the employee from a future act which constitutes domestic violence.

(b) After taking any hours of leave upon the occurrence of the act which constitutes domestic violence, an

(a) Deny an employee the right to use hours of leave in accordance with the conditions of this section;

The employer of an employee who takes hours of leave pursuant to this section may require the employee

to provide to the employer documentation that confirms or supports the reason the employee provided for

for an order for protection, an affidavit from an organization which provides services to victims of domestic

violence or documentation from a physician. Any documentation provided to an employer pursuant to this

The Labor Commissioner shall prepare a bulletin which clearly sets forth the right to the benefits created by

this section. The Labor Commissioner shall post the bulletin on the Internet website maintained by the Office

of Labor Commissioner, if any, and shall require all employers to post the bulletin in a conspicuous location in

each workplace maintained by the employer. The bulletin may be included in any printed abstract posted by the

An employer shall maintain a record of the hours of leave taken pursuant to this section for each employee for a

2-year period following the entry of such information in the record and, upon request, shall make those records

available for inspection by the Labor Commissioner. The employer shall exclude the names of the employees from

(c) Prohibit, preempt or discourage any contract or other agreement that provides a more generous leave benefit

(4) Parent or other adult person who is related within the first degree of consanguinity or affinity to the

employee, or other adult person who is or was actually residing with the employee at the time of the act which

equesting leave. Such documentation may include, without limitation, a police report, a copy of an application

subsection is confidential and must be retained by the employer in a manner consistent with the requirements of

(b) Require an employee to find a replacement worker as a condition of using hours of leave; or

riolence committed against the employee or family or household member of the employee;

personal needs related to the health of the employee. (See Senate Bill 209 – 2021 Legislative Session)

leave in one 12-month period. Hours of leave provided pursuant to this subsection:

An employee may use the hours of leave pursuant to subsection 1 as follows:

against the employee or family or household member of the employee; or

(a) May be paid or unpaid by the employer,

Leave Act of 1993, 29 U.S.C. §§ 2601 et seq.

(a) An employee may use the hours of leave only:

the employee or family or household member of the employee

hours of leave for any purpose listed in paragraph (a).

(c) Retaliate against an employee for using hours of leave.

the Family and Medical Leave Act of 1993, 29 U.S.C. §§ 2601 et seg.

the records, unless a request for a record is for the purpose of an investigation.

(a) Limit or abridge any other rights, remedies or procedures available under the law

(b) Negate any other rights, remedies or procedures available to an aggrieved party.

(a) "Domestic violence" has the meaning ascribed to it in NRS 33.018.

An employer in private employment shall post the required bulletins and notices available at:

Senate Bill 386, cited as the "Nevada Hospitality and Travel Workers Right to Return Act", requires certain employers

to offer job positions to certain employees under certain conditions. This bill requires that certain employees have an

opportunity to return to their jobs when circumstances permit. See this link regarding preliminary guidance on this bill.

Senate Bill 293 prohibits an employer or employment agency from seeking or relying on the wage or salary history of an

applicant for employment; prohibits an employer or employment agency from refusing to interview, hire, promote or employ

an applicant or from discriminating or retaliating against an applicant if the applicant does not provide wage or salary history.

An employer shall not:

employer pursuant to NRS 608.013.

The provisions of this section do not:

(b) "Family or household member" means a:

or paid leave benefit.

As used in this section

(2) Domestic partner

(3) Minor child; or

constitutes domestic violence

(Added to NRS by 2017, 3176)

https://labor.nv.gov/Employer/Employer_Posters/

Senate Bill 386 Preliminary Guidance (nv.gov)

(c) May be used consecutively or intermittently; and

domestic violence occurred:

RULES TO BE OBSERVED BY EMPLOYERS

EVERY EMPLOYER SHALL POST AND KEEP POSTED IN A VISIBLE AND OPEN AREA FOR EMPLOYEES ON THE EMPLOYER'S PREMISES/PROPERTY THESE RULES TO BE OBSERVED BY NEVADA EMPLOYERS SUMMARIZING NEVADA WAGE AND HOUR LAWS PURSUANT TO NEVADA REVISED STATUTES (NRS) AND NEVADA ADMINISTRATIVE CODE (NAC) SECTIONS 607 AND 608

Summary of NRS and NAC Provisions and should not be considered legal advice - REVISED 1/16/2025

PLEASE NOTE: Every person, firm, association or corporation, or any agent, servant, employee, or officer of any such firm, association, or corporation, who violates any of these NRS and NAC provisions may be guilty of a misdemeanor and subject to penalties.

"The Legislature hereby finds and declares that the health and welfare of workers and the employment of persons in private enterprise in this State are of concern to the State and that the health and welfare of

persons required to earn their livings by their own endeavors require certain safeguards as to hours of service, working conditions and compensation therefor."

Discharge of employee: Whenever an employer discharges an employee, the wages and compensation earned and unpaid at 16. NRS section 608.0197 subsection 2(b) states: An employer shall allow an employee to use paid leave for any use, including,

the time of such discharge shall become due and payable immediately. Quitting employee: Whenever an employee resigns or quits his employment, the wages and compensation earned and unpaid

at the time of his resignation or quitting must be paid no later than the day on which he would have regularly been paid or 7 days after he resigns or guits, whichever is earlier. An employer shall not employ an employee for a continuous period of 8 hours without permitting the employee to have an uninterrupted meal period of at least one-half hour. Every employer shall authorize and permit covered employees to take

rest periods in the middle of each work period or as close to the middle of the work period as possible. The duration of the rest periods shall be based on the total hours worked daily at the rate of 10 minutes for each 4 hours or major fraction thereof. uthorized rest periods shall be counted as hours worked, for which there shall be no deduction from wages. Effective July 1, 2024, each employer shall pay a wage to each employee of not less than \$12.00 per hour worked. Pursuant to Article 15, Section 16(a) of the Constitution of the State of Nevada, and Assembly Bill (AB) 456 passed in 2019 during the

80th regular session of the Nevada Legislature, the above minimum wage rate shall apply to all employees in the State of Nevada unless otherwise exempted. This rate applies to all employees regardless of offered employer health benefits. Tips or gratuities received by employees shall not be credited as being any part of or offset against the minimum wage rates. For Annual Minimum Wage notice, see https://labor.nv.gov/Employer/Employer_Posters/.

An employer shall pay 1 1/2 times an employee's regular wage rate whenever an employee whose wage rate is less than 1 1/2

(a) Works more than 40 hours in any scheduled week of work; or (b) Works more than 8 hours in any workday unless by mutual agreement the employee works a scheduled 10 hours per day for 4 calendar days within any scheduled week of work An employer shall pay 1 1/2 times an employee's regular wage rate whenever an employee whose wage rate is 1 1/2 times, or more than the minimum wage works more than 40 hours in any scheduled week of work. See https://labor.nv.gov/Employer/Employer_Posters/ for Annual Daily Overtime notice.

The above provisions do not apply to: (a) Employees who are not covered by the minimum wage provisions of the Constitution (b) Outside buyers: (c) Employees in a retail or service business if their regular rate is more than 1.1/2 times the minimum wage, and more than half their compensation for a representative period comes from commissions on goods or services. with the representative period being, to the extent allowed pursuant to federal law, not less than one month; (d) Employee who are employed in bona fide executive, administrative or professional capacities; (e) Employees covered by collective bargaining agreements which provide otherwise for overtime; (f) Drivers, drivers' helpers, loaders and mechanics for moto arriers subject to the Motor Carrier Act of 1935, as amended; (g) Employees of a railroad; (h) Employees of a carrier by air; (i) Drivers or drivers' helpers making local deliveries and paid on a trip-rate basis or other delivery payment plan; (j) Drivers of taxicabs or limousines; (k) Agricultural employees; (l) Employees of business enterprises having a gross sales volume of less than \$250,000 per year; (m) Any salesman or mechanic primarily engaged in selling or servicing automobiles, trucks or farm equipment; and (n) A mechanic or workman for any hours to which the provisions of subsection 3 or 4 of NRS 338.020 apply. (0) A domestic worker who resides in the household where he or she works if the domestic worker and his or her employer agree in writing to exempt the domestic worker from the requirements of subsections 1 and 2.4. As used in this section, 'domestic worker" has the meaning ascribed to it in section 6 of this act.

If mutually agreed upon by an employee and employer in writing to exclude from the employee's wages a regularly scheduled eeping period not to exceed 8 hours if adequate sleeping facilities are furnished pursuant to NRS section 608.0195.

Every employer shall establish and maintain records of wages for the benefit of his employees, showing for each pay period the following information for each employee: (a) Gross wage or salary; (b) Deductions agreed to in writing by the employe and employee for a specific purpose, pay period, and amount; (c) Net cash wage or salary; (d) Total hours employed in the pay period by noting the number of hours per day; (e) Date of payment.

Wages must be paid semimontally or more often

Every employer shall establish and maintain regular paydays and shall post a notice setting forth those regular paydays in 2conspicuous places. After an employer establishes regular paydays and the place of payment, the employer shall not change a regular payday or the place of payment unless, not fewer than 7 days before the change is made, the employer provides the employees affected by the change with written notice in a manner that is calculated to provide actual notice of the change to

It is unlawful for any person to take all or part of any tips or gratuities bestowed upon his employees. Nothing contained in this section shall be construed to prevent such employees from entering into an agreement to divide such tips or gratuities

An employer may not require an employee to rebate, refund or return any part of his or her wage, salary or compensation. Also, an employer may not withhold or deduct any portion of such wages unless it is for the benefit of and authorized by written order of the employee. Further, it is unlawful for any employer who has the legal authority to decrease the wage, salary or compensation of an employee to implement such a decrease unless: (a) Not less than 7 days before the employee performs any work at the decreased wage, salary or compensation, the employer provides the employee with written notice

(b) The employer complies with the requirements relating to the decrease that are imposed on the employer pursuant to the provisions of any collective bargaining agreement or any contract between the employer and the employee All uniforms or accessories distinctive as to style, color or material shall be furnished, without cost, to employees by their employer. If a uniform or accessory requires a special cleaning process, and cannot be easily laundered by an employee, such

mployee's employer shall clean such uniform or accessory without cost to such employee An employer: (a) Shall not require an employee to be physically present at his or her place of work in order to notify his or her employer that he or she is sick or has sustained an injury that is not work-related and cannot work: (b) May require an

mployee to notify the employer that he or she is sick or injured and cannot report for work. An employer in private employment with not less than 50 employees shall provide paid leave to each employee of the employer pursuant to the provisions of NRS section 608.0197 as follows: A. An employee is entitled to at least 0.01923 hours of paid leave for each hour of work performed. B. Paid leave accrued may carry over for each employee between his or her benefit years of employment, except an employer may limit the amount of paid leave for each employee carried over to a maximum of 40 hours per benefit year. C. An employer shall: (1) Compensate an employee for the paid leave available for use by that employee at the rate of pay at which the employee is compensated at the time such leave is taken; and (2) Pay such compensation on the same payday as the hours taken are normally paid. (See NRS section 608.0197 and Senate Bill 312

(2019) for full requirements and exceptions) In addition to the leave provided in NRS section 608.0197 an employer shall provide 2 to 4 hours of paid leave to obtain a vaccination for COVID-19. Please see Senate bill 209 — 2021 Legislative Session for the full provisions. https://www.leg.state.nv.us/App/NELIS/REL/81st2021/Bill/7670/Text#

For additional information please visit **WWW.LABOR.NV.GOV**

Carson City: 1818 E. College Parkway, Suite 102, Carson City, Nevada 89706 - Telephone (775) 684-1890 Fax (775) 687-6409

Las Vegas: 3340 W. Sahara Avenue, Las Vegas, Nevada 89102 - Telephone (702) 486-2650 - Fax (702) 486-2660

www.labor.nv.gov

REV. 01/16/2025

Assembly Bill 307

STATE OF NEVADA **DEPARTMENT OF BUSINESS AND INDUSTRY OFFICE OF THE LABOR COMMISSIONER**

REQUIRED POSTING – ASSEMBLY BILL 307

Effective July 1, 2022 as set forth in Assembly Bill (AB) 307 passed during the 2021

Legislative Session

Nevada Revised Statutes (NRS) section 232

is hereby amended with a new section as follows:

napter 232 of NRS is hereby amended by adding thereto a new section to read as follows: 1. The Department

Department of Employment, Training and Rehabilitation; DETR) shall prepare one or more notices concerning

job training or employment programs conducted by the Department, including, without limitation, the Career

Within 30 days following the end of each calendar quarter (October 1, January 1, April 1, and July 1), DETR will

Career Enhancement Program (CEP) - https://detr.nv.gov/Page/Career_Enhancement_Program_(CEP)

ttps://www.employnv.gov/vosnet/gsipub/documentview.aspx?enc=s0YLzxCf++EmSyMZiXZH1A==

Nevadaworks (northern Nevada) - http://nevadaworks.com/service-providers/

https://nvworkforceconnections.org/system-partners/eligible-training-provider-list-etpl/

https://www.employnv.gov/vosnet/guest.aspx?guesttype=IND&whereto=ETPLPROGRAMS

Notice fulfills DETR's April 1, 2025, required reporting:

EmployNV Business/Career Hubs - https://employnv.gov

Veterans Employment Services - https://detr.nv.gov/Page/Veteran_Services

Workforce Connections (southern Nevada) -

levada Labor Market Information - https://nevadaworkforce.com/

EMPLOYMENT AND TRAINING PROGRAMS

mployment Services - https://employnv.gov

Migrant Seasonal Farm Workers (MSFW) -

Eligible Training Provider List (ETPL) -

hancement Program and EmployNV Business/Career Hubs and provide each such notice to the Labor Commissione

transmit to the Labor Commissioner an updated notice on the following job training and employment programs. This

ssembly Bill 307 - https://www.leg.state.nv.us/App/NELIS/REL/81st2021/Bill/7811/Text

DR. KRISTOPHER Job Order Posting - https://employnv.gov SANCHEZ Director **BRETT HARRIS** Labor Commissioner

 $\textbf{Foreign Labor Certification (FLC)} - \underline{\text{https://detr.nv.gov/Page/H-2B_Online_Job_Order_Form}}$ Silver State Works (SSW) - https://silverstateworks.com/index.htm **Rapid Response** - https://detr.nv.gov/Page/Employment_Security_Division_Rapid_Response $\textbf{Work Opportunity Tax Credit (WOTC)} - \underline{\text{https://detr.nv.gov/Page/Work_Opportunity_Tax_Credit}}$

OTHER EMPLOYMENT AND TRAINING SERVICES

BUSINESS SERVICES

Reemployment Services and Eligibility Assessment Program (RESEA) nttps://www.dol.gov/agencies/eta/american-job-centers/RESEA Trade Assistance Act (TAA) - https://www.dol.gov/agencies/eta/tradeact Federal Bonding Program - https://bonds4jobs.com/ Vocational Rehabilitation - https://vrnevada.nv.gov/

Short-term Training programs https://www.employnv.gov/admin/gsipub/htmlarea/uploads/Short%20Term%20Training_NV_04142021.pdf **Short-term Certificate programs** - https://www.tmcc.edu/academics/certifications

Online Learning Resources https://www.employnv.gov/vosnet/Guest.aspx?action=indguest&guesttype=IND&whereto=LEARNING Nevada's Displaced Homemaker Program

https://detr.nv.gov/Page/Displaced_Homemakers_Program

For additional services, resources and program details - register in **EmployNV** at:

https://www.employnv.gov/vosnet/loginintro.aspx

Pursuant to the Stevens Amendment (https://www.gao.gov/products/gao-19-282), the employment services and training programs included in this Notice are supported by the Employment and Training Administration (ETA) and Veterans' Employment and Training Service of the U.S. Department of Labor; and the Rehabilitation Services Administration (RSA) of the U.S. Department of Labor. [Funding expenditures authorized by the Nevada Legislature, 81st Session (2021): Senate Bill (S.B.) 459]

Carson City: 1818 E. College Parkway, Suite 102, Carson City, Nevada 89706 - Telephone (775) 684-1890 -Fax (775) 687-6409

Las Vegas: 3340 W. Sahara Avenue, Las Vegas, Nevada 89102 - Telephone (702) 486-2650 - Fax (702) 486-2660 www.labor.nv.gov mail1@labor.nv.gov

NEVADA SAFETY AND HEALTH PROTECTION ON THE JOB

The Nevada Occupational Safety and Health Act, NRS Chapter 618, provides job safety and health protection for workers through the promotion of safe and healthful working conditions throughout the State of Nevada. Requirements of the Act include the following:

EMPLOYERS:

Each employer shall furnish to each of his employees employment and a place of employment free from recognized hazards that are causing or are likely to cause death or serious physical harm to his employees; and shall comply with occupational safety and health standards adopted under the Act.

Each employee shall comply with all occupational safety and health standards, rules, regulations and orders issued under the Act that apply to his own actions and

The Nevada Occupational Safety and Health Administration (Nevada OSHA) of the Division of Industrial Relations, Department of Business and Industry, has the primary responsibility for administering the Act. Nevada OSHA enforces occupational safety and health standards, and its Safety and Health Representatives/ Industrial Hygienists conduct jobsite inspections to ensure compliance with the Act.

INSPECTION:

The Act requires that a representative of the employer and a representative authorized by the employees be given an opportunity to accompany the Nevada OSHA inspector for the purpose of aiding the inspection.

 \emph{N} here there is no authorized employee representative, the Nevada OSHA Safety and Health Representative/ Industrial Hygienist must consult with a reasonable number of employees concerning safety and health conditions in the workplace.

Employees, public or private, or their representatives have the right to file a complaint with the nearest Nevada OSHA office requesting an inspection if they believe unsafe or unhealthful conditions exist in their workplace. Nevada OSHA will hold confidential names of employees complaining.

The Act provides that employees may not be discharged or discriminated against in any way for filing safety and health complaints or otherwise exercising their rights under the Act.

An employee, public or private, who believes he has been discriminated against may file a complaint within thirty (30) days of the alleged discrimination with the nearest Nevada OSHA office or with Occupational Safety and Health Administration, U.S. Department of Labor, 90 7th Street, Suite 18100, San Francisco, CA 94103.

CITATIONS:

If upon inspection Nevada OSHA believes an employer has violated the Act, a citation alleging such violations will be issued to the employer. Each citation wil specify a time period within which the alleged violation must be corrected.

The Nevada OSHA citation must be prominently displayed at or near the place of alleged violation for three days, or until it is corrected, whichever is later, to warn employees of dangers that may exist there.

PROPOSED PENALTY:

The Act provides for mandatory penalties against employers of up to \$16,550

for each serious violation and for optional penalties of up to \$16,550 for each nonserious violation. Penalties of up to \$16,550 per day may be proposed for failure to correct violations within the proposed time period. Also, any employer who willfully or repeatedly violates the Act may be assessed penalties of up to \$165,514 for each such violation.

Criminal penalties are also provided for in the Act. Any willful violation resulting in death of an employee, upon conviction, is punishable by a fine of not more than \$50,000 or by imprisonment for not more than six months, or by both. Conviction of any employer after a first conviction doubles these maximum penalties. Penalties may be proposed for public employers.

VOLUNTARY ACTIVITY:

While providing penalties for violations, the Act also encourages efforts by labor and management, before a Nevada OSHA inspection, to reduce injuries and illnesses arising out of employment.

The Nevada Occupational Safety and Health Administration of the Division of Industrial Relations, Department of Business and Industry, encourages employers and employees to reduce workplace hazards voluntarily and to develop and improve safety and health programs in all workplaces and industries.

Such cooperative action would initially focus on the identification and elimination of hazards that could cause death, injury, or illness to employees and supervisors.

Further information and assistance will be provided by Nevada OSHA to employees and employers upon request

MORE INFORMATION:

Additional information and copies of the Act, specific Nevada OSHA safety and health standards, and other applicable regulations may be obtained by calling or writing the nearest Nevada OSHA district office in the following locations:

Southern Nevada

3360 W. Sahara Avenue, Suite 200 Las Vegas, Nevada 89102 Telephone: (702) 486-9020 Fax: (702) 486-8715

Northern Nevada 4600 Kietzke Lane, Suite F-153

Reno, Nevada 89502 Telephone: (775) 688-3700 Fax: (775) 688-1378

Persons wishing to register a complaint alleging inadequacy in the administration of the Nevada Occupational Safety and Health Plan may do so at the following address:

OSHA, U.S. Department of Labor 90 7th Street Suite 18100

San Francisco, CA 94103 Telephone: (415) 625-2547

EMPLOYERS: This poster must be displayed prominently in the workplace.

REV. 01/2025

TWO ways to verify poster compliance! **QR CODE** Scan with phone camera: Go to: JJKeller.com/LLPverify **ONLINE**

To update your labor law posters contact J. J. Keller & Associates, Inc. JJKeller.com/laborlaw 800-327-6868

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