

NEVADA LABOR LAW POSTINGS

(PART 1 OF 2)



EMPLOYEE SICK OR SUSTAINED INJURY

STATE OF NEVADA Office of the Labor Commissioner



Notice to Employer that Employee is Sick or Sustained Injury Nevada Revised Statutes (NRS) § 613

Effective May 15, 2019, as set forth in Assembly Bill (AB) 181 approved during the 2019 Legislative Session, Nevada Revised Statutes (NRS) section 613 is hereby amended with a new section as follows:

1. 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 employee to notify the employer that he or she is sick or injured and cannot report to work.

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.

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

For a copy of the AB 181: https://www.leg.state.nv.us/Session/90th2019/Bills/AB/AB181_EN.pdf

**This document is for posting and information purposes and should not be considered legal advice. Please refer to AB 181 and NRS section 613.*

For more information contact the Office of the Labor Commissioner
Carson City 775-684-1890 or Las Vegas 702-486-2650
www.labor.nv.gov

REVISED 01/10/19

PAID LEAVE

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 less than 50 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 employee 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.
- D. An employer may set a minimum increment of paid leave, not to exceed 4 hours that an employee may use at any one time.
 1. An employer shall provide to each employee 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 employee must be reinstated.
- E. 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 80th calendar day of his or her employment.
 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 use 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 available for use by that employee.
- 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 time of 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 at scheduled employment at a rate of at least 0.01923 hours of paid leave per hour of work performed; and (b) Temporary, 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.

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

For a copy of the SB 312: <https://www.leg.state.nv.us/App/NEILS/REL/80th2019/Bills/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.*

For more information contact the Office of the Labor Commissioner
Carson City 775-684-1890 or Las Vegas 702-486-2650
www.labor.nv.gov

REVISED 01/10/19

DOMESTIC VIOLENCE VICTIM'S BULLETIN

STATE OF NEVADA

JOE LOMBARDO
Governor



DR. KRISTOPHER SANCHEZ
Director

BRETT HARRIS
Labor Commissioner

DEPARTMENT OF BUSINESS AND INDUSTRY OFFICE OF THE LABOR COMMISSIONER 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 amended to include victims of sexual assault the same employment protection as domestic violence victims. Effective January 1, 2024, NRS 608.0198 reads as follows:

1. 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 sexual assault, or whose family or household member is a victim of an act which constitutes domestic violence or sexual assault, and the employer is the alleged perpetrator, is entitled to not more than 140 hours of leave in one 12-month period. Hours of leave provided pursuant to this subsection:
 - (a) May be taken in increments of 1 hour.
 - (b) Must be used within the 12 months immediately following the date on which the act which constitutes domestic violence or sexual assault occurred.
 - (c) May be used consecutively or intermittently; and
 - (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 Leave Act of 1993, 29 U.S.C. § 2601 et seq.
2. An employee may use the hours of leave pursuant to subsection 1 as follows:
 - (a) An employee may use the hours of leave only:
 - (i) For the diagnosis, care or treatment of a health condition related to an act which constitutes domestic violence or sexual assault committed against the employee or a family or household member of the employee;
 - (ii) To obtain counseling or assistance related to an act which constitutes domestic violence or sexual assault committed against the employee or a family or household member of the employee;
 - (iii) To participate in court proceedings related to an act which constitutes domestic violence or sexual assault committed against the employee or a family or household member of the employee;
 - (iv) To establish a safety plan, including, without limitation, any action to increase the safety of the employee or the family or household member of the employee from a future act which constitutes domestic violence or sexual assault;
 - (v) After taking any hours of leave upon the occurrence of the act which constitutes domestic violence or sexual assault, an employee shall get not less than 48 hours advance notice to his or her employer of the need to use additional hours of leave for any purpose listed in paragraph (a).
 - (c) An employer shall not:
 - (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
 - (c) Retaliate against an employee for using hours of leave.
3. 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 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 Medical Leave Act of 1993, 29 U.S.C. § 2601 et seq.
4. The Labor Commissioner shall prepare a bulletin which clearly sets forth the rights and 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 employer pursuant to NRS 608.013.
5. 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 the records, unless a request for a record is for the purpose of an investigation.
6. The provisions of this section do not:
 - (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 leave benefit or paid leave benefit.
8. As used in this section:
 - (a) "Domestic violence" has the meaning ascribed to it in NRS 330.018.
 - (b) "Family or household member" means a:
 - (i) Spouse;
 - (ii) Domestic partner;
 - (iii) Minor child; or
 - (iv) 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 domestic violence or sexual assault.
 - (c) "Sexual assault" has the meaning ascribed to it in NRS 200.366.

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.

OLC 02.15.2024

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) 486-2650
www.labor.nv.gov info@labor.nv.gov

ANNUAL MINIMUM WAGE BULLETIN

STATE OF NEVADA

JOE LOMBARDO
Governor



DR. KRISTOPHER SANCHEZ
Director

BRETT HARRIS, ESQ.
Labor Commissioner

DEPARTMENT OF BUSINESS AND INDUSTRY OFFICE OF THE LABOR COMMISSIONER STATE OF NEVADA MINIMUM WAGE 2025 ANNUAL BULLETIN POSTED JUNE 23, 2025

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

Effective Date	Minimum Wage
July 1, 2025	\$12.00

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 IS EFFECTIVE AS OF JULY 1, 2025, AND APPLIES TO ALL EMPLOYEES REGARDLESS OF OFFERED EMPLOYER HEALTH BENEFITS.

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

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

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www.labor.nv.gov info@labor.nv.gov

PREGNANT WORKERS' FAIRNESS ACT



NEVADA PREGNANT WORKERS' FAIRNESS ACT

Pursuant to the Nevada Pregnant Workers' Fairness Act (NRS 613.4353 to NRS 613.4383, inclusive) employees have the right to be free from discriminatory or unlawful employment practices based on pregnancy, childbirth, or a related medical condition.

UNDER THE ACT, IT IS UNLAWFUL FOR EMPLOYERS TO:

- Deny a reasonable accommodation to female employees and applicants, upon request, for a condition related to pregnancy, childbirth, or a related medical condition, unless an accommodation would impose an undue hardship on the business of the employer.
- Take adverse employment actions against a female employee because the employee requests or uses a reasonable accommodation.
- Deny an employment opportunity to a qualified female employee or applicant based on a need for a reasonable accommodation.
- Require a female employee or applicant to accept an accommodation that the employee or applicant did not request or chooses not to accept or to take leave from employment if an accommodation is available.

UNDER THE ACT, AN EMPLOYER MAY:

Require a female employee to submit written medical certification from the employee's physician substantiating the need for an accommodation because of pregnancy, childbirth, or related medical conditions, and the specific accommodation recommended by the physician.

www.detr.nv.gov/nerc

FOR FURTHER INFORMATION REGARDING THE ACT, CONTACT
THE NEVADA EQUAL RIGHTS COMMISSION.

An equal opportunity employer/program.
Auxiliary aids and services are available upon request for individuals with disabilities.
Relay 711 or 800.326.6868

7220 Bermuda Road, Suite 100
Las Vegas, NV 89119

Phone (702) 486-7161

1325 Corporate Blvd., Suite 115
Reno, NV 89502

Phone (775) 823-6690

UNEMPLOYMENT INSURANCE

EMPLOYER: THIS NOTICE IS TO BE POSTED AT EACH WORK PLACE (NRS 612.455)

State of Nevada Department of Employment, Training & Rehabilitation EMPLOYMENT SECURITY DIVISION

NOTICE TO EMPLOYEES

The employees of this establishment are protected by Unemployment Insurance. This employer is required by law to contribute to the Nevada Unemployment Compensation Fund. No part of the contribution is deducted from the wages of employees.

If you are separated from your job or if your hours have been substantially reduced, immediately:

- File an unemployment insurance claim online or by calling the nearest Nevada Telephone Claim Center, as shown below, for full or partial unemployment benefits.
- Request employment services from the nearest Nevada EmployNV Career Hub or find employment information online at www.EmployNV.gov. If you are disabled and require assistance, contact the Nevada EmployNV Career Hub prior to your visit to arrange special accommodations.

To be eligible for unemployment benefits an unemployed person must:

1. Be unemployed through no fault of your own and meet all other conditions of the law regarding unemployment benefits.
2. File a claim online or with the Nevada Telephone Claim Center.
3. Be physically able to work.
4. Be available and willing to accept suitable employment if offered.
5. Make a reasonable and sincere effort to find a job.

Reasons an unemployed person may not be eligible for unemployment benefits are:

1. Separation from employment due to quitting without good cause.
2. Being discharged for misconduct in connection with your work.
3. Refusal of an offer of suitable work without good cause.
4. Giving misinformation or withholding information about the reason for separation from your job.
5. Failure to properly report wages.



• An equal opportunity employer/program.
• Auxiliary aids and services available upon request for individuals with disabilities.
• Relay Nevada 711 or (800) 326-6868 (TTY)
NLS 613-4321 (800-326-6868)

To file a claim for unemployment benefits call the Telephone Claim Center:
In Southern Nevada call (702) 486-0359
In Northern Nevada call (775) 684-0350
In Rural Nevada call toll-free (888) 890-8211
OR File online at <https://ui.nv.gov/>

To report suspected fraud, go to: <https://fraudvetor.org/form/Fraud>
OR call (775) 684-0475



ANNUAL DAILY OVERTIME BULLETIN

STATE OF NEVADA

JOE LOMBARDO
Governor

DR. KRISTOPHER SANCHEZ
Director

BRETT HARRIS, ESQ.
Labor Commissioner

DEPARTMENT OF BUSINESS AND INDUSTRY OFFICE OF THE LABOR COMMISSIONER STATE OF NEVADA DAILY OVERTIME 2025 ANNUAL BULLETIN POSTED JUNE 23, 2025

EMPLOYERS 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 WORKWEEK OR MORE THAN 8 HOURS IN ANY WORKDAY, UNLESS OTHERWISE EXEMPTED. EMPLOYERS SHOULD REFER TO NRS 608.018 FOR FURTHER DETAILS ON OVERTIME REQUIREMENTS.

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

Effective Date	Minimum Wage
July 1, 2025	\$12.00

EFFECTIVE JULY 1, 2025, EMPLOYEES WHO EARN LESS THAN \$18.00 PER HOUR ARE ELIGIBLE FOR OVERTIME AT ONE AND A HALF (1.5) TIMES THE EMPLOYEE'S REGULAR RATE OF PAY FOR:

- OVER 8 HOURS OF WORK IN A 24-HOUR PERIOD; OR
- OVER 40 HOURS OF WORK IN A WORK WEEK.

EMPLOYEES THAT MAKE MORE THAN THE HOURLY RATE ABOVE ARE ELIGIBLE FOR OVERTIME AT 1.5 TIMES THE EMPLOYEE'S REGULAR RATE OF PAY FOR OVER 40 HOURS OF WORK IN A WORK WEEK.

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

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www.labor.nv.gov info@labor.nv.gov

MINIMUM WAGE



JOE LOMBARDO
Governor



DR. KRISTOPHER SANCHEZ
Director

BRETT HARRIS, ESQ.
Labor Commissioner

DEPARTMENT OF BUSINESS AND INDUSTRY
OFFICE OF THE LABOR COMMISSIONER
NEVADA
EFFECTIVE JULY 1, 2025, EMPLOYEES WHO EARN LESS THAN \$18.00 PER HOUR ARE ELIGIBLE FOR OVERTIME AT ONE AND A HALF (1.5) TIMES THE EMPLOYEE'S REGULAR RATE OF PAY FOR:
(a) OVER 8 HOURS OF WORK IN A 24-HOUR PERIOD; OR
(b) OVER 40 HOURS OF WORK IN A WORK WEEK.
EMPLOYERS THAT MAKE MORE THAN THE HOURLY RATE ABOVE ARE ELIGIBLE FOR OVERTIME AT 1.5 TIMES THE EMPLOYEE'S REGULAR RATE OF PAY FOR OVER 40 HOURS OF WORK IN A WORK WEEK.
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www.labor.nv.gov info@labor.nv.gov

FAIR EMPLOYMENT

NERC

Nevada Equal Rights Commission

a Division of the Nevada Department of Employment,
Training and Rehabilitation

1820 East Sahara Avenue
Suite 314
Las Vegas, NV 89104
(702) 486-7161

1325 Corporate Blvd.
Room 115
Reno, NV 89502
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