

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 him 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 for 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/80th/2019/Bills/AB/AB181_EN.pdf](http://www.leg.state.nv.us/Session/80th/2019/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 | Las Vegas 702-486-2659
www.labor.nv.gov

REVISED 6/1/2019

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) 212, 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 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 paid.

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 use the system that the employer uses to pay its employees to provide the accounting of the hours of paid leave.

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 is due to the employee voluntary leaving his or her employment, any unused paid leave available for use by that employee.

E. An employee in private employment may use paid leave available for use by that employee for use that employees in accordance with the provisions of this section, require an employee to find a replacement worker as a condition of 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 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 arrangement, has a policy or practice of not providing paid leave to employees; (b) An employer who, pursuant to a contract, policy, or other arrangement, has a policy or practice of not providing paid leave to employees at a rate of at least 0.01923 hours of paid leave per hour of work performed; or (c) 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 32: [https://www.leg.state.nv.us/App/NEILIS/REL/80th/2019/Bill/608/533/Overview](http://www.leg.state.nv.us/App/NEILIS/REL/80th/2019/Bill/608/533/Overview)

*This bulletin is a summary of SB 32. It is for posting and information purposes and should not be considered legal advice. Please refer to SB 32 and NRS section 608 for further details.

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REVISED 6/1/2019

DOMESTIC VIOLENCE VICTIM'S BULLETIN

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



DR. KRISTOPHER SANCHEZ
Director

BRETT HARRIS
Labor Commissioner

DOMESTIC VIOLENCE & SEXUAL ASSAULT VICTIMS LEAVE BULLETIN

Effective January 1, 2024

Pursuant to Assembly Bill 163 from the 2nd Legislative Session of the Nevada Legislature, NRS 608.0198 is hereby amended to include victims of sexual assault the same employment protections 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, and the employee is not an adult perpetrator, is entitled to not more than 160 hours of leave in one 12-month period.

Hours of leave provided pursuant to this subsection:

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

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

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

(c) 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;

(d) To establish a safety plan, including, without limitation, any action necessary to ensure the safety of the employee or family or household member of the employee from a future act which constitutes domestic violence or sexual assault;

(e) After taking any hours of leave upon the occurrence of the act which constitutes domestic violence or sexual assault, an employee shall not give less than 48 hours advance notice to his or her employer if the need to use additional hours of leave for treatment in a paragraph (a) through (d) above.

(f) An employee may take up to 160 hours of leave in accordance with the conditions of this section;

(g) To retain an employee to find a replacement worker as a condition of using hours of leave; or

(h) To provide an employee to find a replacement worker for the purpose of taking leave.

2. The 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 agreement for an employer to provide an affidavit from an organization which provides services to victims of domestic violence or sexual assault or documentation from the employer which certifies that the employee is a victim of an act which constitutes domestic violence or sexual assault committed against the employee or a family or household member of the employee.

3. The employee who takes hours of leave pursuant to this section is entitled to receive pay for the hours taken at the rate of pay at which the employee is paid.

4. The 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 agreement for an employer to provide an affidavit from an organization which provides services to victims of domestic violence or sexual assault or documentation from the employer which certifies that the employee is a victim of an act which constitutes domestic violence or sexual assault committed against the employee or a family or household member of the employee.

5. The Labor Commissioner shall prepare a bulletin which clearly sets forth the rights of the Constitution of the State of Nevada, and, if necessary, shall provide an employee with a copy of the Constitution of the State of Nevada or State of Nevada's other relevant documents.

6. An employee 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 employee shall shall name the names of the employees from the records, unless a request for a record is for the purpose of an investigation.

7. 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 on an aggrieved party;

(c) Prohibit, prevent 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 33.018.

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

(1) Spouse;

(2) Domestic partner;

(3) Minor child or;

(4) Any 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;

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

Pursuant to NRS 608.0198 (except as may be amended in NRS 608.0165) any person who violates provisions of NRS 608.005 to 608.195 inclusive is guilty of a crime. 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.

OCL 02.15.2024

ANNUAL MINIMUM WAGE BULLETIN

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



DR. KRISTOPHER SANCHEZ
Director

BRETT HARRIS
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 addresses and phone numbers listed above.

Assembly Bill 456 [https://www.leg.state.nv.us/App/NEILIS/REL/80th/2019/Bill/6870/Text](http://www.leg.state.nv.us/App/NEILIS/REL/80th/2019/Bill/6870/Text)

Senate Bill 192 [https://www.leg.state.nv.us/App/NEILIS/REL/80th/2019/Bill/6334/Text](http://www.leg.state.nv.us/App/NEILIS/REL/80th/2019/Bill/6334/Text)

ANNUAL MINIMUM WAGE BULLETIN
STATE OF NEVADA



DR. KRISTOPHER SANCHEZ
Director

BRETT HARRIS
Labor Commissioner

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ANNUAL MINIMUM WAGE BULLETIN
STATE OF NEVADA



DR. KRISTOPHER SANCHEZ
Director

BRETT HARRIS
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STATE OF NEVADA MINIMUM WAGE 2025 ANNUAL BULLETIN POSTED JUNE 23, 2025

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