POSTER COMPLIANCE DATE 10/2020

artment of Business & Industry OFFICE OF THE LABOR COMMISSIONER www.labor.nv.gov LABOR COMMISSIONER

PHONE: (775) 684-1890 Fax (775) 687-6409 OFFICE OF THE LABOR COMMISSIONE 3300 West Sahara Avenue, Suite 22 Las Vegas, Nevada 89102 PHONE: (702) 486-2650 Fax (702) 486-2660

OFFICE OF THE LABOR COMMISSIONE

1818 COLLEGE PARKWAY, SUITE 10

CARSON CITY, NV 89706

STATE OF NEVADA MINIMUM WAGE **2020 ANNUAL BULLETIN**

PURSUANT TO ARTICLE 15, SECTION 16(A) OF THE CONSTITUTION OF THE STATE OF NEVADA AND ASSEMBLY BILL (AB) 456, THE FOLLOWING MINIMUM WAGE RATES SHALL APPLY TO ALL EMPLOYEES IN THE STATE OF NEVADA UNLESS OTHERWIS EXEMPTED. THESE RATES ARE EFFECTIVE AS OF JULY 1, 2020 AND WILL INCREASE AS SET FORTH BELOW UNTIL JULY 1, 2024

FOR EMPLOYEES TO WHOM OUALIFYING HEALTH BENEFITS HAVE BEEN OFFERED/MADE AVAILABLE (PLEASE ALSO SEE SENATE BILL 192) BY THE EMPLOYER THE LOWER TIER RATE MAY BE PAID. FOR ALL OTHER EMPLOYEES, EMPLOYERS MUST PAY THE HIGHER TIER RATE AS SET FORTH BELOW:

and phone numbers listed above

THE FOLLOWING AMOUNTS ARE THE WAGE RATES BELOW FOR WHICH DAILY OVERTIME MAY BE APPLICABLE. THESE RATES

MPLOYEES THAT MAKE MORE THAN THE HOURLY RATES ABOVE ARE ELIGIBLE FOR OVERTIME AT ONE AND A HALF TIMES THE

FMPLOYEE'S REGULAR RATE OF PAY FOR OVER 40 HOURS OF WORK IN A WORK WEEK. THE EMPLOYER MUST VERIEY THE RATES.

BOVE \$12.00 PER HOUR AND \$13.50 PER HOUR BASED ON QUALIFIED HEALTH BENEFITS BEING OFFERED OR NOT OFFERED.

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

1818 East College Parkway, Suite 102

(775) 684-1890

3300 West Sahara Avenue, Suite 22

Las Vegas, Nevada 89102

(702) 486-2650

Las Vegas, Nevada 89102

PHONE: (702) 486-2650

Fax (702) 486-2660

Carson City, Nevada 89706

FMPLOYEES WHO FARN LESS THAN \$12.00 PER HOLIR (OFFERED OLIAL LEIED HEALTH RENFELTS) OR LESS THAN \$13.50

PER HOUR (NOT OFFERED QUALIFIED HEALTH BENEFITS) ARE ELIGIBLE FOR OVERTIME AT ONE AND A HALF TIMES THE

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

ARE EFFECTIVE AS OF JULY 1, 2020

EMPLOYEE'S REGULAR RATE OF PAY FOR:

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

TO EMPLOYEES TO PAY OVERTIME FOR OVER 40 HOURS OF WORK IN A WORK WEEK.

OVER 40 HOURS OF WORK IN A WORK WEE

OFFICE OF THE LABOR COMMISSIONER

Carson City, Nevada 89706

Telephone: (775) 684-1890

1818 E. College Parkway, Suite 102

Department of Business & Industry OFFICE OF THE LABOR COMMISSIONER www.labor.nv.gov LABOR COMMISSIONER

FACSIMILE: (775) 687-6409 OFFICE OF THE LABOR COMMISSIONER 3300 West Sahara Avenue, Suit Las Vegas, Nevada 89102 TELEPHONE: (702) 486-2650 FACSIMILE: (702) 486-2660

POSTED APRIL 1, 2020

FMPI OYERS MUST PAY 1-1/2 TIMES AN EMPI OYEE'S REGUI AR WAGE RATE WHENEVER AN EMPI OYEE WHO IS PAID I ESS

THAN 1-1/2 TIMES THE APPLICABLE MINIMUM WAGE RATE WORKS MORE THAN 40 HOURS IN ANY WORKWEEK OR MORE IAN 8 HOURS IN ANY WORKDAY, UNLESS OTHERWISE EXEMPTED. EMPLOYERS SHOULD REFER TO NRS 608.018 FOR FURTHEI DETAILS ON OVERTIME REQUIREMENTS.

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

b) Works more than 8 hours in any workday unless by mutual agreement the employee works a scheduled hours per day for 4 calendar days within any scheduled week of work. n employer shall pay 1 1/2 times an employee's regular wage rate whenever an employee whose wage

Wage and Hour Laws

ervice, working conditions and compensation therefor

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 $1\frac{1}{2}$ 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 peing, to the extent allowed pursuant to federal law, not less than one month; (d) Employees who ar 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 motor carriers 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 al deliveries and paid on a trip-rate basis or other delivery payment plan; (i) Drivers of taxicabs o 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 househol

where he or she works if the domestic worker and his or her employer agree in writing to exempt the

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

LEASE NOTE: Every person, firm, association or corporation, or any agent, servant, employee or officer of any

The Leaislature 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 safequards as to hours o

earned and unpaid at the time of such discharge shall become due and payable immediately.

would have regularly been paid or 7 days after he resigns or guits, whichever is earlier.

employee to have an uninterrupted meal period of at least one-half hour.

e 10 percent premium for qualified health benefits

Discharge of employee: Whenever an employer discharges an employee, the wages and compensation

An employer shall not employ an employee for a continuous period of 8 hours without permitting the

Every employer shall authorize and permit covered employees to take rest periods in the middle of each

based on the total hours worked daily at the rate of 10 minutes for each 4 hours or major fraction thereof.

Effective July 1, 2020, each employer shall pay a wage to each employee of not less than \$8.00 per hour

worked if the employer offers qualified health benefits, or \$9.00 per hour if the employer does not offer

qualified health benefits. Offering health benefits means making qualified health benefits available to the

received by employees shall not be credited as being any part of or offset against the minimum wage rates or

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 times the minimum wage: (a) Works more than 40 hours in any scheduled week of work; or

rate is 1 1/2 times or more than the minimum wage works more than 40 hours in any scheduled week of

nployee for the employee and the employee's dependents at a total cost to the employee for premium

of not more than 10 percent of the employee's gross taxable income from the employer. Tips or gratuitie

ork period or as close to the middle of the work period as possible. The duration of the rest periods shall be

horized rest periods shall be counted as hours worked, for which there shall be no deduction from wages:

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

uch firm, association or corporation, who violates any of these NRS and NAC provisions may be quilty of a

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 sleeping period not to exceed 8 hours if adequate sleeping facilities are furnished

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

Wages must be paid semimonthly or more often. Every employer shall establish and maintain regular paydays and shall post a notice setting forth those regular paydays in 2 conspicuous 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 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 each such employee. 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 among themselves.

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

(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 of the decrease; or (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 employee'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 employee to notify the employer that he or she is sick or injured and cannot report

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 Senate Bill 312 passed during the 2019 Legislative Session 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 lea 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 enate Bill 312 for full requirements and exceptions

Las Vegas 702-486-2650 TOLL FREE: 1-800-992-0900 Ext. 4850 - www.labor.nv.gov

OFFICE OF THE LABOR COMMISSIONER

Department of Business & www.labor.nv.gov

STATE OF NEVADA NURSING MOTHER'S ACCOMMODATION AC

https://www.leg.state.nv.us/Session/79th2017/Bills/AB/AB113_EN.pdf

OFFICE OF THE LABOR COMMISSIONER 1818 College Parkway, Suite 102 n employee who is the mother of a child under 1 year of age with: CARSON CITY, NV 89706 PHONE: (775) 684-1890 Fax (775) 687-6409

b) A place, other than a bathroom, that is reasonably free from dirt or pollution, which is protected from the view of others and free from intrusion by others where the employee may

DOMESTIC VIOLENCE BULLETIN

STATE OF NEVADA

Department of Business & Industry

OFFICE OF THE LABOR COMMISSIONER

www.labor.nv.gov

EFFECTIVE January 1, 2018

. An employee who has been employed by an employer for at 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 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 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 1193, 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:

1) For the diagnosis, care o treatment of a health condition related to an act which constitutes domestic violence committed against the employee or a family or household member of the employee;

2) To obtain counseling or assistance related to an action which constitutes domestic violence committed against the employee or a family or household member of the employee;

(3) To participate in court proceedings related to an act which constitutes domestic violence committed against the employee or a family or household member of the employee;

(4) 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. (b) After taking any hours of leave upon the occurrence of the action which constitutes domestic violence, an employee shall give 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).

. 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 and employee for using hours of leave. 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 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 seg. 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 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. 6. 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. . 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.

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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 33.018.

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

(2) Domestic Partner;

(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 quilty 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.

(3) Minor child: or

Nevada Safety and Health Protection on the Job

he Nevada Occupational Safety and Health Act, NRS Chapter 618, for failure to correct violations within the proposed time period. Also, any provides job safety and health protection for workers through the employer who willfully or repeatedly violates the Act may be assessed promotion of safe and healthful working conditions throughout penalties of up to \$134,937 for each such violation. the State of Nevada. Requirements of the Act include the following:

The Act requires that a representative of the employer and a representative

authorized by the employees be given an opportunity to accompany the

mployees, public or private, or their representatives have the right to file a

omplaint with the nearest Nevada OSHA office requesting an inspection if

e Act provides that employees may not be discharged or discriminated

gainst in any way for filing safety and health complaints or otherwise

n employee, public or private, who believes he has been discriminated

discrimination with the nearest Nevada OSHA office or with Occupational

afety and Health Administration, U.S. Department of Labor, 90 7th Street,

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 will specify a time period within which the alleged violation must be

of alleged violation for three days, or until it is corrected, whichever is later, to

The Act provides for mandatory penalties against employers of up to \$13,494

for each serious violation and for optional penalties of up to \$13,494 for each

nonserious violation. Penalties of up to \$13,494 per day may be proposed

Claim Center, as shown below, for full or partial unemployment benefits.

be eligible for unemployment benefits an unemployed person must:

File a claim online or with the Nevada Telephone Claim Center.

Be available and willing to accept suitable employment if offered

Separation from employment due to guitting without good cause

Make a reasonable and sincere effort to find a job.

Request employment services from the nearest Nevada JobConnect Career Center or find

Be unemployed through no fault of your own and meet all other conditions of the law

employment information online at www.NevadaJobConnect.com. If you are disabled and

against may file a complaint within thirty (30) days of the alleged

SHA will hold confidential names of employees complaining.

xercising their rights under the Act.

Suite 18100, San Francisco, CA 94103.

Nevada OSHA inspector for the purpose of aiding the inspection.

the workplace.

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.

For additional information please contact the Nevada State Labor Commissioner: Carson City 775-684-1890 or

*Summary of NRS and NAC Provisions and should not be considered legal advice

REV. 06/30/2020

SHANNON M. CHAMBERS ABOR COMMISSIONER

AS VEGAS, NEVADA 89102 PHONE: (702) 486-265 Fax (702) 486-2660

Employers is hereby amended with a new section as follows:

uirements of Assembly Bill 113:

OFFICE OF THE LABOR COMMISSIONER 3300 West Sahara Avenue, Suite 225

OFFICE OF THE LABOR COMMISSION HONE: (775) 684-1890

OFFICE OF THE LABOR COMMISSION 3300 West Sahara Avenue, Suite

Effective July 1, 2017, as set forth in Assembly Bill 113 approved during the 2017

Except as otherwise provided in subsections 3, 5 and 6 (see below), each employer shall provide Reasonable break time, with or without compensation, for the employee to express breast

If break time is required to be compensated pursuant to a collective bargaining agreement entered into by an employer and an employee organization, any break time taken pursuant to subsection 1 by an employee which is covered by the collective bargaining agreement must be

4. An employer shall not retaliate, or direct or encourage another person to retaliate, against any employee because that employee has:

(a) Taken break time or used the space provided pursuant to subsection 1 or 3 to express breast

(b) Taken any action to require the employer to comply with the requirements of this section, including, without limitation, filing a complaint, testifying, assisting or participating in any manner in an investigation, proceeding or hearing to enforce the provisions of this section. Exceptions (set forth in subsections 3, 5, and 6 of Assembly Bill 113):

. If an employer determines that complying with the provisions of subsection 1 will cause an indue hardshin considering the size, financial resources, nature and structure of the business of the employer, the employer may meet with the employee to agree upon a reasonable alternative. If the parties are not able to reach an agreement, the employer may require the employee to

Legislative Session, Nevada Revised Statutes (NRS) section 608 governing *Private* 5. An employer who employs fewer than 50 employees is not subject to the requirements of this section if these requirements would impose an undue hardship on the employer, considering the size, financial resources, nature and structure of the business of the employer 6. An employer who is a contractor licensed pursuant to chapter 624 of NRS is not subject to the requirements of this section with regard to an employee who is performing work at a construction jobsite that is located at least 3 miles from the regular place of business of the employer. 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 quilty 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. Copies of this notice may also be obtained from the Office of the Labor Commissioner at: 1818 College Parkway, Suite 102 3300 W. W SAHARA AVENUE, SUITE 225

Carson City, Nevada 89706 or Las Vegas, Nevada 89102 (702) 486-2650

Or by going to our website at http://labor.nv.gov

Nevada Statute NRS 608.080

evada Statute NRS 608.080 requires employers to post and maintain posted notices setting forth the regular paydays and the place of payment

FIRE DEPARTMENT: 911 or _____

Nevada Equal Rights Commission

Nevada Law Prohibits Discrimination Employers may not discriminate based on race, color, national origin, age (40+), sex (including pregnancy), religion, disability, sexual orientation, genetic information, or gender identity or expression. Housing discrimination is prohibited based on race, color, national origin, sex, religion, disability, ancestry,

Businesses offering services to the public may not discriminate based on race, color, national origin, sex, religion, disability, sexual orientation or gender identity or expression

Persons who believe they have been discriminated against in employment, public accommodation or housing,

may file a complaint with the Nevada Equal Rights Commission.

amilial status, sexual orientation, or gender identity or expression. 1820 East Sahara Avenue, Suite 314 LAS VEGAS, NV 89104 (702) 486-7161 An equal opportunity employer/program

Auxiliary aids and services are available upon request for individuals with disabilities.

Relay 711 or 800.326.6868 www.nvdetr.org

OSHA Enforcement, Division of Industrial Relations

(Please Give **Exact Address** of This Worksite Location)

PLEASE POST IN A CONSPICUOUS LOCATION, IN ACCORDANCE WITH THE NEVADA OCCUPATIONAL SAFETY AND HEALTH ACT (Nevada Revised Statutes 618.295; 29 CFR 1926.50 Nevada OSHA Enforcement Division of Industrial Relations Nevada Department of Business and Industry

Nevada Equal Rights Commission

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

1325 CORPORATE BLVD., ROOM 115

RFNO. NV 89502

(775) 823-6690

REV. 12/2014

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 ach employer shall furnish to each of his employees employment and a place 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.

OLUNTARY ACTIVITY:

While providing penalties for violations, the Act also encourages efforts by Each employee shall comply with all occupational safety and health labor and management, before a Nevada OSHA inspection, to reduce injuries standards, rules, regulations and orders issued under the Act that apply to his and illnesses arising out of employment. own actions and conduct on the job. The Nevada Occupational Safety and Health Administration of the Division

The Nevada Occupational Safety and Health Administration (Nevada OSHA) of Industrial Relations, Department of Business and Industry, encourages of the Division of Industrial Relations, Department of Business and Industry, employers and employees to reduce workplace hazards voluntarily and has the primary responsibility for administering the Act. Nevada OSHA to develop and improve safety and health programs in all workplaces and enforces occupational safety and health standards, and its Safety and Health Representatives/Industrial Hygienists conduct jobsite inspections to ensure Such cooperative action would initially focus on the identification and ompliance with the Act.

> and supervisors. further information and assistance will be provided by Nevada OSHA to employees and employers upon request.

elimination of hazards that could cause death, injury, or illness to employees

MORE INFORMATION: Where there is no authorized employee representative, the Nevada OSHA Additional information and copies of the Act, specific Nevada OSHA safety and afety and Health Representative/ Industrial Hygienist must consult with a health standards, and other applicable regulations may be obtained by calling easonable number of employees concerning safety and health conditions in 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 they believe unsafe or unhealthful conditions exist in their workplace. Nevada

> Northern Nevada 4600 Kietzke Lane, Suite F-153 Reno, Nevada 89502 Telephone: (775) 688-3700

Fax: (702) 486-8714

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

The Nevada OSHA citation must be prominently displayed at or near the place Тецерноме: (415) 625-2547

REV. 01/2020

regarding unemployment benefits.

Be physically able to work

Lie Detector Tests

warn employees of dangers that may exist there.

PROPOSED PENALTY:

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

mployees of this establishment are protected by Unemployment Insurance. This employer is 4. Giving misinformation or withholding information about the reason for separation from your job. uired by law to contribute to the Nevada Unemployment Compensation Fund. No part of the Failure to properly report wages. ribution is deducted from the wages of employees. f you are separated from your job or if your hours have been substantially To file a claim for unemployment benefits call the Telephone Claim Center: educed, immediately: In Southern Nevada call (702) 486-035 File an unemployment insurance claim online or by calling the nearest Nevada Telephone In Northern Nevada call (775) 684-0350

In Rural Nevada call toll-free (888) 890-8211 OR File online at http://ui.nv.gov/ require assistance, contact the Nevada JobConnect Career Center prior to your visit to arrange

To report suspected fraud, go to: https://uifraud.nvdetr.org OR call (775) 684-0475

Nevada Department of Employment, Training and Rehabilitation

An equal opportunity employer/program Relay Nevada 711 or (800) 326-6868 (TTY) easons an unemployed person may not be eligible for unemployment benefits are:

Auxiliary aids and services available upon request for individuals with disabilities

Being discharged for misconduct in connection with your work. Refusal of an offer of suitable work without good cause.

Notice of Limitations Affecting the Application of Lie Detector Tests IRS 613.460(2) requires that each employer shall post and maintain this notice in a conspicuous location at the place of employment where notices to employees and applicants for employment are customarily posted and read.

State of Nevada, Office of the Labor Commissioner

esigned to determine the honesty or dishonesty of an individual. RS 613.480(1) prohibits employers or anyone acting in the employer's behalf from requiring or requesting that an employee or prospective employee take or submit to any lie detector test

irsuant to NRS 613.440(2), Lie detector means polygraph, voice stress analyzers, psychological stress evaluator or any other similar device, whether mechanical or electrical, which are

IRS 613.510 contains several exceptions which permit an employer to request polygraph examinations. An employer may request that an employee or prospective employee take a olygraph examination administered by a qualified person as part of an investigation of theft or similar wrongdoing affecting the employer's business which appears to involve the

ensitive or valuable property or facilities. The use of a polygraph examination is also permitted to employers in businesses that handle controlled substances. ich permission exists only in situations where job applicants or employees have direct access to the controlled substances or where suspected abuse or theft is involved. IS 613.480(3&4) prohibit an employer from taking adverse action against any employee or prospective employee based on the results of any lie

ie employer may also request a polygraph examination administered by a qualified person with regard to prospective employees who would be employed to protect certain kinds of

additional information contact our offices at 702-486-2650 in Las Vegas or 775-684-1890 in Carson City or via Email at mail 100 m

nployers who violate the provisions in NRS 613.440 to 613.510 are subject to civil liability in court, as well as fines imposed by the Nevada Labor Commissioner.

State of Nevada **DEPARTMENT OF BUSINESS & INDUSTRY DIVISION OF INDUSTRIAL RELATIONS**

ATTENTION

Caution: The information below is general in nature and is not intended to be legal advice. If you have any questions regarding your status as an employer or employee or your rights and qualification for specific benefits under an industrial injury or occupational disease claim, you should consult with an attorney experienced in industrial insurance.

Brief Description of Whether the Employer is Required to Obtain Industrial Insurance and Whether a Person is a Covered Employee

Every employer ... shall provide and secure compensation ... for any personal injuries by accident sustained by an employee arising out of and in the course of the employment.

An employer is defined as, "Every person, firm, voluntary association and private corporation, including any public service corporation, which has in service any person under a

contract of hire." See NRS 616A.230(2). "A person is not an employer if: (a)The person enters into a contract with another person or business which is an independent

enterprise; and (b) The person is not in the same trade, business, profession or occupation as the independent enterprise." See NRS 616B.603(1). in employee is broadly defined as, "... every person in the service of an employer under any appointment or contract of hire or apprenticeship, express or implied, oral or written, whether lawfully or unlawfully employed" (See NRS 616A.105), but excludes casual employees not in the same trade, business, profession or occupation; musicians not lasting more than 2 consecutive days; household servants, farming and ranching employees; voluntary ski patrol; sports officials paid a nominal fee; clergy, rabbi or lay readers; real estate

in independent contractor is a person who is hired and paid solely to produce a result. It is defined as, "... any person who renders service for a specified recompense for a specified result, under the control of the person's principal as to the result of the person's work only and not as to the means by which such result is accomplished." See NRS

brokers or sales persons; and commissioned sales persons (See NRS 616A.110).

of the PPD evaluation, your age and wage.

Brief Description of Your Rights and Benefits If You Are Injured on the Job or have an Occupational Disease

otice of Injury or Occupational Disease (Incident Report Form C-1) If an injury or occupational disease (OD) arises out of and in the course of employment, you must provide ritten notice to your employer as soon as practicable, but no later than 7 days after the accident or OD. Your employer shall maintain a sufficient supply of the forms.

Claim for Compensation (Form C-4): If medical treatment is sought, the form C-4 is available at the place of initial treatment. A completed "Claim for Compensation" (Form C-4) must be filed within 90 days after an accident or OD. The treating physician or chiropractor must, within 3 working days after treatment, complete and mail to the employer, he employer's insurer and third-party administrator, the Claim for Compensation.

Medical Treatment: If you require medical treatment for your on-the-job injury or OD, you may be required to select a physician or chiropractor from a list provided by your vorkers' compensation insurer, if it has contracted with an Organization for Managed Care (MCO) or Preferred Provider Organization (PPO) or providers of health care. If your employer has not entered into a contract with an MCO or PPO, you may select a physician or chiropractor from the Panel of Physicians and Chiropractors. Any medical costs elated to your industrial injury or OD will be paid by your insurer.

emporary Total Disability (TTD): If your doctor has certified that you are unable to work for a period of at least 5 consecutive days, or 5 cumulative days in a 20-day period, or places restrictions on you that your employer does not accommodate, you may be entitled to TTD compensation.

o pay you TPD compensation to make up the difference. TPD can only be paid for a maximum of 24 months. Permanent Partial Disability (PPD): When your medical condition is stable and there is an indication of a PPD as a result of your injury or OD, within 30 days, your insurer nust arrange for an evaluation by a rating physician or chiropractor to determine the degree of your PPD. The amount of your PPD award depends on the date of injury, the results

emporary Partial Disability (TPD): If the wage you receive upon reemployment is less than the compensation for TTD to which you are entitled, the insurer may be required

Permanent Total Disability (PTD): If you are medically certified by a treating physician or chiropractor as permanently and totally disabled and have been granted a PTD status by your insurer, you are entitled to receive monthly benefits not to exceed 66 2/3% of your average monthly wage. The amount of your PTD payments is subject to reduction if you Vocational Rehabilitation Services: You may be eligible for vocational rehabilitation services if you are unable to return to the job due to a permanent physical impairment or

permanent restrictions as a result of your injury or occupational disease. Transportation and Per Diem Reimbursement: You may be eligible for travel expenses and per diem associated with medical treatment.

Reopening: You may be able to reopen your claim if your condition worsens after claim closure.

Appeal Process: If you disagree with a written determination issued by the insurer or the insurer does not respond to your request, you may appeal to the Department of tion. Hearing Officer, by following the instructions contained in your determination letter. You must appeal the determination within 70 days from the date of the etermination letter at 1050 E. William Street, Suite 400, Carson City, Nevada 89701, or 2200 S. Rancho Drive, Suite 210, Las Vegas, Nevada 89102. If you disagree with the earing Officer decision, you may appeal to the **Department of Administration**, **Appeals Officer**. You must file your appeal within 30 days from the date of the Hearing Officer lecision letter at 1050 E. William Street, Suite 450, Carson City, Nevada 89701, or 2200 S. Rancho Drive, Suite 220, Las Vegas, Nevada 89102. If you disagree with a decision of in Appeals Officer, you may file a **petition for judicial review with the District Court**. You must do so within 30 days of the Appeal Officer's decision. You may be represented by an attorney at your own expense or you may contact the NAIW for possible representation.

earing. NAIW is an independent state agency and is not affiliated with any insurer. For information regarding denial of benefits, you may contact the NAIW at: 1000 E. William reet, Suite 208, Carson City, NV 89701, (775) 684-7555, or 200 S. Rancho Drive, Suite 230, Las Vegas, NV 89102, (702) 486-2830.

Nevada Attorney for Injured Workers (NAIW): If you disagree with a hearing officer decision, you may request that NAIW represent you without charge at an Appeals Officer

To File a Complaint with the Division: If you wish to file a complaint with the Administrator of the Division of Industrial Relations (DIR), please contact Workers' Compensation Section, 400 West King Street, Suite 400, Carson City, Nevada 89703, telephone (775) 684-7270, or 3360 W. Sahara Ave., Suite 250, Las Vegas, NV 89102, For Assistance with Workers' Compensation Issues: You may contact the State of Nevada Office for Consumer Health Assistance, 3320 West

Sahara Avenue, Suite 100, Las Vegas, Nevada 89102, Toll Free 1- 888-333-1597, Web site: http://dhhs.nv.gov/Programs/CHA, E-mail

he information in this publication is derived from Chapters 616A through 616D, inclusive, and 617 of the Nevada Revised Statutes and is provided for informational purposes only. If you have any questions, regarding your injury or workers' compensation claim, please call the following: Insurer/Administrator: Contact Person: Telephone Number: MCO/Health Care Provider: Telephone Number:

Pregnancy Rights

Under the act, an employer may:

accommodation recommended by the physician.

PREGNANT WORKERS' FAIRNESS ACT

Pursuant to NRS 613.335 and sections 2 to 8, inclusive, of the Nevada Pregnant Workers' Fairness Act (effective October 1, 2017) employees have the right to be free from discriminatory or unlawful employment practices based on pregnancy, childbirth, or a related medical condition.

Jnder 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

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

Nevada Equal Rights Commission

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.

Take adverse employment actions against a female employee because the employee requests or uses a reasonable accommodation.

For further information regarding the Act, contact THE NEVADA EQUAL RIGHTS COMMISSION

1820 East Sahara Avenue An equal opportunity employer/program. Auxiliary aids and services are available upon Las Vegas, NV 89104 request for individuals with disabilities Relay 711 or 800.326.6868

PHONE (702) 486-7161

Reno, NV 89502 Phone (775) 823-6690

This poster is in compliance with state posting requirements

1325 CORPORATE BLVD.

Room 115

Paid Leave

employee must be reinstated.

Sick/Injured

an 50 employees shall provide paid leave to each employee of the employer as follows:

An employee is entitled to at least 0.01923 hours of paid leave for each hour of work performed

. Pay such compensation on the same payday as the hours taken are normally paid.

e accounting of the hours of paid leave available for use by the employee.

An employer shall provide to each employee on each payday an accounting of the hours of paid leave available

r use by that employee. An employer may use the system that the employer uses to pay its employees to provid

. 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

O days after separation from that employer and the separation from employment was not due to the employ

voluntarily leaving his or her employment, any previously unused paid leave hours available for use by that

. 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

4. An employer shall not: deny an employee the right to use paid leave available for use by that employee in

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

accordance with the conditions of this section; require an employee to find a replacement worker as a condition of

n employee in private employment may use paid leave available for use by that employee as follows:

employee is compensated at the time such leave is taken; and

Office of the Labor Commissioner

Paid Leave Effective January 1, 2020 – Nevada Revised Statutes (NRS) § 608

ept as otherwise provided in Senate Bill (SB) 312, every employer in private employment with not less using paid leave available for use by that employee; or retaliate against an employee for using paid leave available

> . An employer shall maintain a record of the receipt or accrual and use of paid leave pursuant to this section for each nployee for a 1-year period following the entry of such information in the record and, upon request, shall make those

aid leave accrued may carry over for each employee between his or her benefit years of employment, except ar cords available for inspection by the Labor Commissioner. plover may limit the amount of paid leave for each emplovee carried over to a maximum of 40 hours per benefi

or other agreement, provides employees with a policy for paid leave or a policy for paid time off to all scheduled Compensate an employee for the paid leave available for use by that employee at the rate of pay at which the nployees at a rate of at least 0.01923 hours of paid leave per hour of work performed; and (b) Temporary, seasonal or Except as otherwise provided in NRS 608.0165, the Labor Commissioner may impose an administrative in employer may set a minimum increment of paid leave, not to exceed 4 hours that an employee may use at any

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

Please refer to SB 312 and NRS section 608 for further details. or more information contact the Office of the Labor Commissioner

Carson City 775-684-1890 or Las Vegas 702-486-265 Toll Free: 1-800-992-0900 Ext. 4850 Internet: www.labor.nv.gov

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

b) May require an employee to notify the employer that he or she is sick or injured and cannot report for work.

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

or a copy of the AB 181: https://www.leg.state.nv.us/Session/80th2019/Bills/AB/AB181_EN.pdf

Carson City 775-684-1890 or Las Vegas 702-486-265 Toll Free: 1-800-992-0900 Ext. 48

0 Internet: www.labor.nv.go

omestic service employee" means an employee who performs any household service in or about a private residence or any other location at which a person resides. The term includes, without limitation: . Caregivers and other persons who are employed at a residential facility for groups, as defined in NRS 449.017; and nunder clothes and linens, caretakers, persons who perform minor repairs, gardeners, home health aides, personal

e aides and chauffeurs of automobiles for family use NRS 608.018 Compensation for overtime: Requirement; exceptions

n employer shall pay 1 1/2 times an employee's regular wage rate whenever an employee whose wage rate is less hours in any scheduled week of work; or (b) Works more than 8 hours in any workday unless by mutual agreement e employee works a scheduled 10 hours per day for 4 calendar days within any scheduled week of work. employer shall pay 1 1/2 times an employee's regular wage rate whenever an employee whose wage rate is 1 imes or more than the minimum rate prescribed pursuant to the Constitution, works more than 40 hours in any

bove provisions do not apply to: (a) Employees who are not covered by the minimum wage provisions of the cution (b) Outside buyers; (c) Employees in a retail or service business if their regular rate is more than 1 % time minimum wage, and more than half their compensation for a representative period comes from commissions on ods or services, with the representative period being, to the extent allowed pursuant to federal law, not less than ployees covered by collective bargaining agreements which provide otherwise for overtime; (f) Drivers, drivers' elpers, loaders and mechanics for motor carriers subject to the Motor Carrier Act of 1935, as amended; (g) Employee: railroad: (h) Employees of a carrier by air: (i) Drivers or drivers' helpers making local deliveries and paid on a p-rate basis or other delivery payment plan; (j) Drivers of taxicabs or limousines; (k) Agricultural employees; (l) ovees of business enterprises having a gross sales volume of less than \$250.000 per year; (m) Any salesman o

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. NRS 608.0195 Periods for slee f an employee specified in paragraph (a) of subsection 3 is required to be on duty for 24 hours or more, the ployer and employee may agree in writing to exclude from the employee's wages a regularly scheduled sleepin eriod not to exceed 8 hours if adequate sleeping facilities are furnished: (a) By the employer of an employee scribed in subparagraph (1) of paragraph (a) of subsection 3: or (b) In the home in which an employee described ubparagraph (2) of paragraph (a) of subsection 3 provides personal care services, as applicable. 2. If the sleeping riod is interrupted by any call for service by the employer or for service to a person to whom the employee provides sonal care services, the interruption must be counted as hours worked. If the sleeping period is interrupted by any service by the employer or for service to a person to whom the employee provides personal care services to h an extent that the sleeping period is less than 5 hours, the employee must be paid for the entire sleeping period. he provisions of subsections 1 and 2: (a) Apply only to: (1) An employee who is on duty at a residential facility lential facility; and (2) An employee of an agency to provide personal care services in the home who is on duty. (b) onot apply to a firefighter, a member of a rescue or emergency services crew or a peace officer, including, without tion, a correctional officer. 4. As used in this section: (a) "A group of similarly situated persons" includes, withou nitation, a group of: (1) Persons with a mental illness; (2) Persons with a physical disability; (3) Persons with an tellectual disability: (4) Persons who are elderly: (5) Persons recovering from alcohol or drug abuse: (6) Children in are services in the home" has the meaning ascribed to it in NRS 449.0021. (c) "On duty" means any period during nich an employee is working or is required to remain on the premises of: (1) In the case of an employee described ubparagraph (1) of paragraph (a) of subsection 3, the employer; or (2) In the case of an employee described in paragraph (2) of paragraph (a) of subsection 3, the home of a person to whom the employee provides personal ca rvices. (d) "Personal care services" means the services described in NRS 449.1935. (e) "Residential facility" means: nilarly situated persons reside for the purpose of receiving supervision, care or other assistance from employees on ty at the residential facility. Any such dormitory or structure similar to a dormitory may include a studio apartment

RS 608.154 Lodging as part of wages or compensation; exception part of wages or compensation may, if mutually agreed upon by an employee and employer in the contract of

ny structure which provides for residential living for the children and employees.

n the value of lodging specified in subsection 1 do not apply to agricultural employee:

IRS 608.155 Meals as part of wages or compensation; exception A part of wages or compensation may, if mutually agreed upon by an employee and employer in the contract www.dol.gov/whd/homecare/fag.htm employment, consist of meals. In no case shall the value of the meals be computed at more than 100 percent of e statutory minimum hourly wage per day. In no case shall the value of the meals consumed by such employee omputed or valued at more than 25 percent of the statutory minimum hourly wage for each breakfast actuall nsumed, 25 percent of the statutory minimum hourly wage for each lunch actually consumed, and 50 percent of the

atutory minimum hourly wage for each dinner actually consumed. 2. The monetary limitations on the value of meals

If a domestic service employee resides in the household where he or she works, the employer and domestic service

the use of the employees. (2) In the case of a program for children to address emotional or behavioral problems,

loyment, consist of lodging. In no case may the value of the lodging be computed at more than five times the

tatutory minimum hourly wage for each week that lodging is provided to the employee. 2. The monetary limitations

RS 608.215 Domestic service employees; agreements to exclude certain periods from wages; calls to duty; maintenance of records

polovee may agree in writing to exclude from the wages of the domestic service employee: (a) Periods for meals if period for meals is at least one-half hour for each meal: (b) Periods for sleep if the period for sleep excluded from e wages of the domestic service employee does not exceed 8 hours; and (c) Any other period of complete freedom om all duties during which the domestic service employee may either leave the premises or stay on the premises for ly personal pursuits. To be excluded from the wages of the domestic service employee pursuant to this paragrap period must be of sufficient duration to enable the domestic service employee to make effective use of the time.

Notice to Employer that Employee is Sick or Sustained Injury

Office of the Labor Commissioner

) 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

ccept 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

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

If a period excluded from the wages of the domestic service employee pursuant to this section is interrupted by a call

mployee in a pay period in lieu of maintaining precise records of the number of hours worked per day. The employer shall keep a copy of the agreement and indicate in the record of wages pursuant to NRS 608.115 that the work time significant deviation from the initial agreement, a separate record must be kept for the period in which the deviation

duty by the employer, the interruption must be counted as hours worked for which compensation must be paid. 3.

In agreement pursuant to this section may be used to establish the total hours of employment of a domestic service

occurs or a new agreement must be reached that reflects the actual facts

NRS 613.620 Legislative declaration; wages and benefits not limited; regulations 1. The Legislature hereby declares that a domestic worker must be afforded the following rights and protections: than 1 1/2 times the minimum rate prescribed pursuant to the Constitution of the State of Nevada: (a) Works more than (a) An employer shall provide to a domestic worker, when the domestic worker begins his or her employment, a vritten employment agreement outlining the conditions of his or her employment. If the domestic worker is not able to understand the provisions of the written agreement, the employer shall ensure that those provisions are explained o the domestic worker in a language that the domestic worker understands. The employment agreement must include, without limitation: (1) The full name and address of the employer; (2) The name of the domestic worker and escription of the duties for which he or she is being employed: (3) Each place where the domestic worker is required to vork; (4) The date on which the employment will begin; (5) The period of notice required for either party to terminate employment or, if the employment is for a specified period, the date on which the employment will end: (6)The ordinary workdays and hours of work required of the domestic worker, including any breaks: (7)The rate of pay, rate ld conditions of overtime pay and any other payment or benefits, including, without limitation, health insurance, vorkers' compensation insurance or paid leave, which the domestic worker is entitled to receive: (8)The frequency and method of pay: (9)Any deductions to be made from the domestic worker's wages; (10) If the domestic worker s to reside in the employer's household, the conditions under which the employer may enter the domestic worker's ignated living space; and (11) A notice of all applicable state and federal laws pertaining to the employment f domestic workers. A copy of the notice provided in subsection 3 will satisfy the requirement to comply with this bparagraph. (b) Except as otherwise provided in this section and subject to the provisions of chapter 608 of NRS, a mestic worker must, for all of his or her working time, be paid at least the minimum hourly wage published pursuant to Section 16 of Article 15 of the Nevada Constitution. (c) Except as otherwise provided in NRS 608.018, a domestic orkman for any hours to which the provisions of subsection 3 or 4 of NRS 338.020 apply. **(0) A domestic worker** worker who is paid less than one and one-half times the minimum hourly wage must be paid not less than one and vho resides in the household where he or she works if the domestic worker and his or her emplover aaree 10 hours in a week of work in accordance with the provisions of NRS 608.018. (d) Except as otherwise provided in NRS 608.0195, if a domestic worker is required to be on duty, he or she must be paid for all working time, including, more, his or her employer must provide a period of rest of at least 24 consecutive hours in each calendar week and

> t least 48 consecutive hours during each calendar month. The domestic worker may agree in writing to work on a rom the wages of a domestic worker an amount for food and beverages supplied by the employer if the domestic vorker freely and voluntarily accepts such food and beverages and provides written consent for such a deduction. An asily bring or prepare meals on the premises. Any deduction for food and beverages pursuant to this paragraph mu ot exceed the limits set forth in NRS 608.155. (g) An employer may deduct from the wages of a domestic worker an uch a deduction. An emplover mav not make a deduction for lodging if the domestic worker is required to reside on e employer's premises as a condition of his or her employment. Any deduction for lodging pursuant to this paragraph emplover may not deduct from his or her wages the cost of the uniform or its care. (i) An employer shall not restrict terfere with or monitor a domestic worker's private communications or take any of the domestic worker's documents he employer 3 months after his or her employment begins and annually thereafter. (k) If a domestic worker resides the employer's household and the employer terminates his or her employment without cause, the employer shall conditions. (I) An employer shall keep a record of the wages and hours of the domestic worker as required by NRS 508.115. 2. The provisions of this section are not intended to prevent an employer from providing greater wages

who is paid by an employer to perform work of a domestic nature for the employer's household, including, without mitation, housekeeping, housecleaning, cooking, laundering, nanny services, caretaking of sick, convalescing or elderly persons, gardening or chauffeuring. The term: (1) Includes a natural person who is employed by a third part service or agency; and (2) Does not include a natural person who provides services on a casual, irregular or intermittent asis. (b) "Employer" means a person who employs a domestic worker to work for the employer's household. (c) property. (d) "On duty" means any period during which a domestic worker is working or is required to remain on the employer's property. (e) "Period of rest" means a period during which the domestic worker has complete freedom from

Vorking time" means all compensable time, other than periods of rest, during which a domestic worker is on duty,

provisions of this section and shall post on his or her Internet website, if any, a multilingual notice of employment

ights provided under this section and any applicable state and federal laws pertaining to the employment of domestic

For additional information or exceptions, contact the Nevada State Labor Commissioner: Carson City 775-684-1890 or Las Vegas 702-486-2650 TOLL FREE: 1-800-992-0900 Ext. 4850 Internet: www.labor.nv.gov

egardless of whether the domestic worker is actually working.

J. J. Keller & Associates, Inc. 800-327-6868

JJKeller.com/employmentlaw

M_® & Associates, Inc

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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

penalty of not more than \$5,000 for each violation of NRS 608.005 to 608.195 inclusive, in addition to r 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.

amended with a new section as follows:

ddition to other remedies or penalties as authorized by law.

For more information contact the Office of the Labor Commissioner