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

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

nart of the contribution is deducted from the wages of employees.

To be eligible for unemployment benefits an unemployed person must:

Auxiliary aids and services available upon request for individuals with disabilities

STATE OF NEVADA

TERRY REYNOLDS

MINIMUM WAGE **2022 ANNUAL BULLETIN**

VEGAS, NEVADA 89102

PHONE: (702) 486-2650

CARSON CITY, NV 89706 PHONE: (775) 684-1890

FAX (702) 486-2660

STATE OF NEVADA

STEVE SISOLAK

TERRY REYNOLDS

STATE OF NEVADA

SHANNON M. CHAMBERS

2022 ANNUAL BULLETIN

LAS VEGAS, NEVADA 89102

ELEPHONE: (702) 486-2650 FACSIMILE: (7Ò2) 486-2660

SHANNON M CHAMBERS

OFFICE OF THE LABOR COMMISSIONER 3300

WEST SAHARA AVENUE, SUITE 225 LAS

OFFICE OF THE LABOR COMMISSIONER 1818 COLLEGE PARKWAY, SUITE 102

OFFICE OF THE LABOR COMMISSIONER

OFFICE OF THE LABOR COMMISSIONER

OFFICE OF THE LABOR COMMISSIONER

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

2. Quitting employee: Whenever an employee resigns or quits his employment, the wages and compensation

o have an uninterrupted meal period of at least one-half hour. Every employer shall authorize and permit

overed employees to take rest periods in the middle of each work period or as close to the middle of the work

. Effective July 1, 2022, each employer shall pay a wage to each employee of not less than \$9.50 per hour

shall not be credited as being any part of or offset against the minimum wage rates or the 10 percent premium

or qualified health benefits. See https://labor.nv.gov/Employer/Employer_Posters/ for Annual Minimum Wage

5. An employer shall pay 1 1/2 times an employee's regular wage rate whenever an employee whose wage rate

unless by mutual agreement the employee +works a scheduled 10 hours per day for 4 calendar days within any

n employer shall pay 1 1/2 times an employee's regular wage rate whenever an employee whose wage rate s 1 1/2 times, or more than the minimum wage works more than 40 hours in any scheduled week of work. See

The above provisions do not apply to: (a) Employees who are not covered by the minimum wage provisions of

he Constitution (b) Outside buyers; (c) Employees in a retail or service business if their regular rate is more

han 1 ½ times the minimum wage, and more than half their compensation for a representative period comes

ederal law, not less than one month; (d) Employees who are employed in bona fide executive, administrative

Act of 1935, as amended; (g) Employees of a railroad; (h) Employees of a carrier by air; (i) Drivers or drivers

axicabs or limousines; (k) Agricultural employees; (l) Employees of business enterprises having a gross sales

olume of less than \$250,000 per year; (m) Any salesman or mechanic primarily engaged in selling or servicing

utomobiles, trucks or farm equipment; and (n) A mechanic or workman for any hours to which the provisions o

bsection 3 or 4 of NRS 338.020 apply. (O) A domestic worker who resides in the household where he or she

quirements of subsections 1 and 2. 4. As used in this section, "domestic worker" has the meaning ascribed to

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

works if the domestic worker and his or her employer agree in writing to exempt the domestic worker from the

5. If mutually agreed upon by an employee and employer in writing to exclude from the employee's wages a

nelpers making local deliveries and paid on a trip-rate basis or other delivery payment plan; (j) Drivers of

r professional capacities; (e) Employees covered by collective bargaining agreements which provide otherwise or overtime; (f) Drivers, drivers' helpers, loaders and mechanics for motor carriers subject to the Motor Carrier

is less than 1 1/2 times the minimum wage: (a) Works more than 40 hours in any scheduled week of work; or (b) Works more than 8 hours in any workday

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

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

tps://labor.nv.gov/Employer/Employer Posters/ for Annual Daily Overtime notice

which there shall be no deduction from wages.

STATE OF NEVADA

Department of Business & Industry

OFFICE OF THE LABOR COMMISSIONER

3300 WEST SAHARA AVENUE, SUITE 225

1818 E. COLLEGE PARKWAY, SUITE 102 CARSON CITY, NEVADA 89706

Department of Business & Industry OFFICE OF THE LABOR COMMISSIONER

· File an unemployment insurance claim online or by calling the nearest Nevada Telephone Claim Center, as shown below, for full or partial unemployment benefits www.NevadaJobConnect.com. If you are disabled and require assistance, contact the Nevada JobConnect Career Center prior to your visit to arrange special accommodations

Reasons an unemployed person may not be eligible for unemployment benefits are: . Separation from employment due to quitting without good cause. Being discharged for misconduct in connection with your work.



PURSUANT TO ARTICLE 15, SECTION 16(A) OF THE CONSTITUTION OF THE STATE OF NEVADA AND ASSEMBLY BILL (AB) 456 PASSED DURING THE 80TH REGULAR SESSION OF THE NEVADA LEGISLATURÈ (2019), THE FOLLOWING MINIMUM WAGE RATES SHALL APPLY TO ALL EMPLOYEES IN THE STATE OF NEVADA UNLESS OTHERWISE EXEMPTED. THESE RATES ARE EFFECTIVE AS OF JULY 1, 2022, AND WILL INCREASE AS SET FORTH FOR EMPLOYEES TO WHOM QUALIFYING HEALTH BENEFITS HAVE BEEN OFFERED/ MADE AVAILABLE BY THE EMPLOYER THE LOWER TIER RATE MAY BE PAID. PLEASE

FOR ALL OTHER EMPLOYEES, EMPLOYERS MUST PAY THE HIGHER TIER RATE AS SET Effective Date Lower Tier Higher Tier July 1, 2022 \$9.50 \$10.50 July 1, 2023 \$10.25 \$11.25

\$11.00 July 1, 2024 \$12.00

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



PRODUCT ID:

PROPOSED PENALTY: Each employer shall furnish to each of his employees

HEALTH PROTECTION

The Nevada Occupational Safety and Health Act, NRS Chapter 618, provides job safety and health

protection for workers through the promotion of safe and healthful working conditions throughout the

NEVADA SAFETY AND

State of Nevada. Requirements of the Act include the following:

employment and a place of employment free from recognized hazards that are causing or are likely to

cause death or serious physical harm to his employees; and shall comply with occupational safety and health standards adopted under the Act. **EMPLOYEES:**

safety and health standards, rules, regulations and orders issued under the Act that apply to his own actions and conduct on the job. The Nevada Occupational Safety and Health Administration (Nevada OSHA) of the Division of Industrial Relations, Department of Business and

Each employee shall comply with all occupational

Industry, has the primary responsibility for administering the Act. Nevada OSHA enforces occupational safety and health standards, and its Safety and Health Representatives/ Industrial Hygienists conduct jobsite inspections to ensure compliance with the Act.

SKU: NV2-27X40-ENG

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

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

COMPLAINT:

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

The Act provides that employees may not be

discharged or discriminated against in any way for filing safety and health complaints or otherwise exercising their rights under the Act. An employee, public or private, who believes he has

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

CITATIONS:

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

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

The Act provides for mandatory penalties against employers of up to \$14,502 for each serious violation and for optional penalties of up to \$14,502 for each nonserious violation. Penalties of up to \$14,502per day may be proposed for failure to correct violations within the proposed time period Also, any employer who willfully or repeatedly violates the Act may be assessed penalties of up to \$145,027 for each such violation.

ON THE JOB

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

VOLUNTARY ACTIVITY: While providing penalties for violations, the Act also encourages efforts by labor and management, before

a Nevada OSHA inspection, to reduce injuries and illnesses arising out of employment. The Nevada Occupational Safety and Health Administration of the Division of Industrial Relations. Department of Business and Industry, encourages employers and employees to reduce workplace hazards voluntarily and to develop and improve safety and health programs in all workplaces and industries. Such cooperative action would initially focus on the

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

identification and elimination of hazards that could

cause death, injury, or illness to employees and

MORE INFORMATION:

Southern Nevada

following locations:

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

> 3360 W. Sahara Avenue, Suite 200 Las Vegas, Nevada 89102 Telephone: (702) 486-9020 Fax: (702) 486-8714 **Northern Nevada** 4600 Kietzke Lane, Suite F-153 Reno, Nevada 89502 Telephone: (775) 688-3700 Fax: (775) 688-1378

Persons wishing to register a complaint alleging inadequacy in the administration of the Nevada Occupational Safety and Health Plan may do so at the following address: OSHA, U.S. Department of Labor 90 7th Street Suite 18100

San Francisco, CA 94103

Telephone: (415) 625-2547

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

(Rev. 01-22)

Federal Minimum Wage

\$7.25 PER HOUR BEGINNING JULY 24, 2009 At least 1½ times the regular rate of pay for all hours worked over 40 in a workweek. CHILD LABOR: work in non-farm jobs declared hazardous by the Secretary of Labor. Youths 14 and 15 years old may work outside school hours in various non-manufacturing, non-mining, non-hazardous jobs with certain work hours restrictions. Different rules apply in agricultural employment. TIP CREDIT nployers of "tipped employees" who meet certain conditions may claim a partial wage credit pased on tips received by their employees. Employers must pay tipped employees a cash wage of at least \$2.13 per hour if they claim a tip credit against their minimum wage obligation. If an mployee's tips combined with the employer's cash wage of at least \$2.13 per hour do not equal to minimum hourly wage, the employer must make up the difference.

NURSING MOTHERS: The FLSA requires employers to provide reasonable break time for a nursing mother employee who is subject to the FLSA's overtime requirements in order for the employee to express breast milk for her nursing child for one year after the child's birth each time such employee has a need to express breast milk. Employers are also required to provide a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, which may be used by the employee to express breast milk. **ENFORCEMENT:** he Department has authority to recover back wages and an equal amount in liquidated damages in instances of minimum wage, overtime, and other violations. The Department may

litigate and/or recommend criminal prosecution. Employers may be assessed civil money penalties for each willful or repeated violation of the minimum wage or overtime pay provisions of the law. Civil money penalties may also be assessed for violations of the FLSA's child labor provisions. Heightened civil money penalties may be assessed for each child labor violation tha esults in the death or serious injury of any minor employee, and such assessments may be

the violations are determined to be willful or repeated. The law also prohibits retaliating agains or discharging workers who file a complaint or participate in any proceeding under the FLSA. · Certain occupations and establishments are exempt from the minimum wage, and/or overtime Mariana Islands, and the Commonwealth of Puerto Rico. Some state laws provide greater employee protections; employers must comply with both.
 Some employers incorrectly classify workers as "independent contractors" when they are actually employees under the FLSA. It is important to know the difference between the two because employees (unless exempt) are entitled to the FLSA's minimum wage and overtime pay protections and correctly classified independent contractors are not. · Certain full-time students, student learners, apprentices, and workers with disabilities may be paid less than the minimum wage under special certificates issued by the Department of Labor

1-866-487-9243 • TTY: 1-877-889-5627 • www.dol.gov/whd

Equal Employment Opportunity

Know Your Rights: Workplace Discrimination is Illega The U.S. Equal Employment Opportunity Commission (EEOC) enforces Federal laws that protect you from discrimination in employment. If you believe you've been discriminated against at work or in applying for a job, the EEOC may be able to help.

urrent and former), including managers and temporary employees Inion members and applicants for membership in a union What Organizations are Covered? Most private employers State and local governments (as employers) Educational institutions (as employers) What Types of Employment Discrimination are Illegal?
Under the EEOC's laws, an employer may not discriminate against you, regardless of your immigration status,

National origin
Sex (including pregnancy and related conditions, sexual orientation, or gender identity)
Age (40 and older)
Disability Genetic information (including employer requests for, or purchase, use, or disclosure of genetic tests, genetic services, or family medical history)
Retaliation for filing a charge, reasonably opposing discrimination, or participating in a discrimination lawsuit, What Employment Practices can be Challenged as Discriminatory?

inwelcome verbal or physical conduct) Pay (unequal wages or compensation)
Failure to provide reasonable accommodation for a disability or a sincerelyheld religious belief, observance or Obtaining or disclosing genetic information of employees Requesting or disclosing medical information of employee

Conduct that might reasonably discourage someone from opposing discrimination, filing a charge, or participating in an investigation or proceeding. What can You Do if You Believe Discrimination has Occurred? Contact the EEOC promptly if you suspect discrimination. Do not delay, because there are strict time limits for filing a charge of discrimination (180 or 300 days, depending on where you live/work). You can reach the EEOC in any of the following ways: Submit an inquiry through the EEOC's public portal: https://publicportal.eeoc.gov/Portal/Login.aspx Call 1-800-669-4000 (toll free)
1-800-669-6820 (TTY)
1-844-234-5122 (ASL video phone)
Visit an EEOC field office (information at

Additional information about the EEOC, including information about filing a charge of discrimination, is available EMPLOYERS HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS

www.eeoc.gov/field-office)` **E-Mail** info@eeoc.gov

The Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) enforces the nondiscrimination and affirmative action commitments of companies doing business with the Federal Government. If you are applying for a job with, or are an employee of, a company with a Federal contract or subcontract, you are protected under Federal law from discrimination on the following bases: Race, Color, Religion, Sex, Sexual Orientation, Gender Identity, National Origin

color, religion, sex, sexual orientation, gender identity, or national origin, and requires affirmative action to ensure equality of opportunity in all aspects of employment. Asking About, Disclosing, or Discussing Pay
Executive Order 11246, as amended, protects applicants and employees of Federal contractors from discrimination based on inquiring about, disclosing, or discussing their compensation or the compensation of other applicants or employees.

Disability
Section 503 of the Rehabilitation Act of 1973, as amended, protects qualified individuals with disabilities from discrimination in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment by Federal contractors. Disability discrimination includes not making reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, barring undue hardship to the employer. Section 503 also requires that Federal contractors take affirmative action to employ and advance in employment qualified individuals with disabilities at all levels of employment, including the executive level. Protected Veteran Status
The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212, prohibits

active duty), active duty wartime or campaign badge veterans, or Armed Forces service medal veterans Any person who believes a contractor has violated its nondiscrimination or affirmative action obligations under OFCCP's authorities should contact immediately: The Office of Federal Contract Compliance Programs (OFCCP)

If you are deaf, hard of hearing, or have a speech disability, please dial 7–1–1 to access telecommunications relay services. OFCCP may also be contacted by submitting a question online to OFCCP's Help Desk at https://orc.phelpdesk.dol.gov/s/l, or by calling an OFCCP regional or district office, listed in most telephone directories under U.S. Government, Department of Labor and on OFCCP's "Contact Us" webpage at https://www.dol.gov/

PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE Race, Color, National Origin, Sex In addition to the protections of Title VII of the Civil Rights Act of 1964, as amended, Title VII of the Civil Rights Act of 1964, as amended, prohibits discrimination on the basis of race, color or national origin in programs or activities receiving Federal financial assistance. Employment discrimination is covered by Title VI if the primary objective of the financial assistance is provision of employment, or where employment discrimination causes or may cause discrimination in providing services under such programs. Title IX of the Education Amendments of 1972 prohibits employment discrimination on the basis of sex in educational programs or activities which receive Federal financial assistance.

Section 504 of the Rehabilitation Act of 1973, as amended, prohibits employment discrimination on the basis of disability in any program or activity which receives Federal financial assistance. Discrimination is prohibited in al aspects of employment against persons with disabilities who, with or without reasonable accommodation, can perform the essential functions of the job.

If you believe you have been discriminated against in a program of any institution which receives Federal financial assistance, you should immediately contact the Federal agency providing such assistance.

Notice to Employer

Notice to Employer that Employee is Sick or Sustained Injury (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:) Shall not require an employee to be physically present at his or her place of work in order to otify his or her employer that he or she is sick or has sustained an injury that is not work-related

) May require an employee to notify the employer that he or she is sick or injured and cannot

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 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/80th2019/Bills/AB/AB181

For more information contact the Office of the Labor Commiss Carson City 775-684-1890 or Las Vegas 702-486-265 Toll Free: 1-800-992-0900 Ext. 480

• The U.S. Department of Labor, Veterans Employment and Training Service (VETS) is authorized to

investigate and resolve complaints of USERRA violations. • For assistance in filing a complaint, or for any other information on USERRA, contact VETS at 1-866-4-USA-DOL or visit its website at https://www.dol.gov

agencies/vets/. An interactive online USERRA Advisor can be viewed at https://webapps.dol.gov/elaws/vet

userra • If you file a complaint with VETS and VETS is unable to resolve it, you may request that your case

be referred to the Department of Justice or the Office of Special Counsel, as applicable, for representation

You may also bypass the VETS process and bring a civil action against an employer for violations of

In addition, an employer may not retaliate against anyone assisting in the enforcement of USERRA rights.

ncluding testifying or making a statement in connection with a proceeding under USERRA, even if that

The rights listed here may vary depending on the circumstances. The text of this notice was prepared by

VETS, and may be viewed on the internet at this address: https://www.dol.gov/agencies

*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 USE BY PRIVATE SECTOR AND STATE GOVERNMENT EMPLOYERS • Even if you don't elect to continue coverage during your military service, you have the right to be reinstated YOUR RIGHTS UNDER USERRA THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT in your employer's health plan when you are reemployed, generally without any waiting periods or exclusions RIGHTS ACT (e.g., pre-existing condition exclusions) except for service-connected illnesses or injuries

You have the right to be reemployed in your civilian job if you leave that job to perform service in the · you ensure that your employer receives advance written or verbal notice of your service; · you have five to work or apply for reemployment in a timely manner after conclusion of service; and • you have not been lf you are eligible to be reemployed, you must be restored to the job and benefits you would have attained i

USERRA protects the job rights of individuals who voluntarily or involuntarily leave employment

he uniformed services, and applicants to the uniformed services.

Department of Business & Industry

nttp://www.labor.nv.gov

OFFICE OF THE LABOR COMMISSIONER

REQUIRED POSTING - ASSEMBLY BILL 190

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

any printed abstract posted by the employer pursuant to NRS 608.013.

ositions to undertake military service or certain types of service in the National Disaster Medical

System. USERRA also prohibits employers from discriminating against past and present members of

you had not been absent due to military service or, in some cases, a comparable job. RIGHT TO BE FREE FROM DISCRIMINATION AND RETALIATION f you: • are a past or present member of the uniformed service; • have applied for membership in the uniformed service; or • are obligated to serve in the uniformed service; then an employer may not deny employment because of this status.

• If you leave your job to perform military service, you have the right to elect to continue your existing

Effective October 1, 2021, as set forth in Assembly Bill 190 a new section is added to Chapter 608 of NRS

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

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

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

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

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

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

EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT

Paid Leave

Family Medical Leave Act

mployer-based health plan coverage for you and your dependents for up to 24 months while in the military.

person has no service connection

notices for employees.



or procedures available under the law; (b) Negate any other rights, remedies or procedures available to an aggrieved party; (c) Prohibit, preempt or discourage any contract or other agreement that provides a more generous sick leave benefit or paid time off benefit; or (d) Extend the maximum amount of leave to which an

exercising any rights afforded by this section. employee of the employer if the employee is covered under a valid collective bargaining agreement. 7. As used in this section, "immediate family" means; (a) The child, foster child, spouse, domestic partner, sibling parent, mother-in-law, father-in-law, grandchild, grandparent, or stepparent of an employee; or (b) Any person for whom the employee is the legal guardian.

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

STEVE SISOLAK TERRY REYNOLDS SHANNON M. CHAMBER

OFFICE OF THE LABOR COMMISSIONER CARSON CITY, NEVADA 89706 FAX (775) 687-6409 OFFICE OF THE LABOR COMMISSIONER LAS VEGAS, NEVADA 89102 FAX (702 486-2660

of the Labor Commissioner and shall require each employer that provides sick leave to employees to post the pulletin in a conspicuous location in each workplace maintained by the employer. The bulletin may be included in

LEAVE ENTITLEMENTS: Eligible employees who work for a covered employer can take up to 12 weeks of unpaid, job-protected leave in a 12-month period The birth of a child or placement of a child for adoption or foster care; To bond with a child (leave must be taken within 1 year of the child's birth or placement); To care for the employee's spouse, child, or parent who has a qualifying serious health For the employee's own qualifying serious health condition that makes the employee unable to • For qualifying exigencies related to the foreign deployment of a military member who is the employee's spouse, child, or parent. An eligible employee who is a covered servicemember's spouse, child, parent, or next of kin may also take up to 26 weeks of FMLA leave in a single 12-month period to care for the ervicemember with a serious injury or illness. n employee does not need to use leave in one block. When it is medically necessary or therwise permitted, employees may take leave intermittently or on a reduced schedule. Employees may choose, or an employer may require, use of accrued paid leave while taking FMLA leave. If an employee substitutes accrued paid leave for FMLA leave, the employee must comply with the employer's normal paid leave policies.

BENEFITS & PROTECTIONS: While employees are on FMLA leave, employers must continue health insurance coverage as if the employees were not on leave. Upon return from FMLA leave, most employees must be restored to the same job or one nearly dentical to it with equivalent pay, benefits, and other employment terms and conditions. An employer may not interfere with an individual's FMLA rights or retaliate against someone for using or trying to use FMLA leave, opposing any practice made unlawful by the FMLA, or being involved in any proceeding under or related to the FMLA. **ELIGIBILITY REQUIREMENTS:** An employee who works for a covered employer must meet three criteria in order to be eligible for FMLA leave. The employee must:

ProService HAWAII

TO REORDER, CALL 1-888-488-7678 OR ORDER AT STATEANDFEDERALPOSTER.COM

Have worked for the employer for at least 12 months;
 Have at least 1,250 hours of service in the 12 months before taking leave;* and

 Work at a location where the employer has at least 50 employees within 75 miles of the employee's worksite. pecial "hours of service" requirements apply to airline flight crew employees REQUESTING LEAVE: Generally, employees must give 30-days' advance notice of the need for FMLA leave. If it is not possible to give 30-days' notice, an employee must notify the employer as soon as possible and, generally, follow the employer's usual procedures. Employees do not have to share a medical diagnosis, but must provide enough information to the employer so it can determine if the leave qualifies for FMLA protection. Sufficient information could include informing an employer that the employee is or will be unable to perform his or her job functions, that a family member cannot perform daily activities, or that hospitalization or continuing medical treatment is necessary. Employees must inform the employer if the need for leave is for a reason for which FMLA leave was previously taken or certified. Employers can require a certification or periodic recertification supporting the need for leave. If the employer determines that the certification is incomplete, it must provide a written notice indicating what additional information is required.

EMPLOYER RESPONSIBILITIES: Once an employer becomes aware that an employee's need for leave is for a reason that may qualify under the FMLA, the employer must notify the employee if he or she is eligible for FMLA leave and, if eligible, must also provide a notice of rights and responsibilities under the FMLA. If the employee is not eligible, the employer must Employers must notify its employees if leave will be designated as FMLA leave, and if so, how nuch leave will be designated as FMLA leave **ENFORCEMENT:** Employees may file a complaint with the U.S. Department of Labor, Wage and Hour Division, or may bring a private lawsuit against an employer. The FMLA does not affect any federal or state law prohibiting discrimination or supersede any state or local law or collective bargaining agreement that provides greater family or medical For additional information: 1-866-4-USWAGE (1-866-487-9243) TTY: 1-877-889-5627 www.

dol.gov/whd
U.S. Department of Labor • Wage and Hour Division

Unemployment Insurance/Employment Security

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

. Be unemployed through no fault of your own and meet all other conditions of the law File a claim online or with the Nevada Telephone Claim Center. 3. Refusal of an offer of suitable work without good cause. 4. Giving misinformation or withholding information about the reason for separation from your . Be available and willing to accept suitable employment if offered. 5. Failure to properly report wages.

Lie Detector

STATE OF NEVADA Office of the Labor Commissioner NOTICE OF LIMITATIONS AFFECTING

WAGE AND HOUR DIVISION

NERC NEVADA FOLIAL RIGHT

Department of Business & Industry

OFFICE OF THE LABOR COMMISSIONER

constitutes domestic violence occurred;

YOU MAY NEED TO CHECK YOUR WITHHOLDING

Marry or divorce?

ended a job)?

Your tax credits?

Gain or lose a dependent

Your itemized deductions?

Were there major changes to..

Department of Business & Industry

OFFICE OF THE LABOR COMMISSIONER

section 608 governing Private Employers

Requirements of Assembly Bill 113:

nder 1 year of age with:

breast milk.

s hereby amended with a new section as follows:

STATE OF NEVADA NURSING MOTHER'S ACCOMMODATION ACT

during the 2017 Legislative Session, Nevada Revised Statutes (NRS)

https://www.leg.state.nv.us/Session/79th2017/Bills/AB/AB113 EN.pdf

. Except as otherwise provided in subsections 3, 5 and 6 (see below),

each employer shall provide an employee who is the mother of a child

employee to express breast milk as needed; and

(a) Reasonable break time, with or without compensation, for the

(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 express

2. If break time is required to be compensated pursuant to a collective

pargaining agreement entered into by an employer and an employee

organization, any break time taken pursuant to subsection 1 by an

4. An employer shall not retaliate, or direct or encourage another

(a) Taken break time or used the space provided pursuant to

subsection 1 or 3 to express breast milk; or

person to retaliate, against any employee because that employee has:

(b) Taken any action to require the employer to comply with the

complaint, testifying, assisting or participating in any manner in

Exceptions (set forth in subsections 3, 5, and 6 of Assembly Bill 113):

3. If an employer determines that complying with the provisions of

an agreement, the employer may require the employee to accept a

. 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

ubsection 1 will cause an undue hardship considering the size,

financial resources, nature and structure of the business of the

employer, the employer may meet with the employee to agree

easonable alternative selected by the employer

esources, nature and structure of the business of

mployees paid weekly or at other times.)

the employer.

requirements of this section, including, without limitation, filing a

an investigation, proceeding or hearing to enforce the provisions

mployee which is covered by the collective bargaining agreement

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

Since you last filed Form W-4 with your employer did you.

Your nonwage income (interest, dividend, capital gains, etc.)?

Your family wage income (you or your spouse started or

garding unemployment benefits.

To file a claim for unemployment

OR File online at http://ui.nv.gov/

To report suspected fraud, go to:

benefits call the Telephone Claim Center In Southern Nevada call (702) 486-0350

In Northern Nevada call (775) 684-0350

An equal opportunity employer/program

Relay Nevada 711 or (800) 326-6868 (TTY)

In Rural Nevada call toll-free (888) 890-8211

https://uifraud.nvdetr.org OR call (775) 684-0475

. Make a reasonable and sincere effort to find a job.

NRS 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 Pursuant 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 designed to NRS 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 except as

NRS 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 polygraph istered by a qualified person as part of an investigation of theft or similar wrongdoing affecting the employer's business which appears to involve the employe The 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 sensitive or valuable property or facilities. The use of a polygraph examination is also permitted to employers in businesses that handle controlled substances. Such 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.

NRS 613.480(3&4) prohibit an employer from taking adverse action against any employee or prospective employee based on the results of any lie detector test or refusal to take any lie Employers 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 Commissionel For additional information contact our offices at 702-486-2650 in Las Vegas or 775-684-1890 in Carson City or via Email at mail 1@labor.nv.gov

Polygraph Protection

The Employee Polygraph Protection Act prohibits most private employers from using lie detector tests either for pre-employment screening or during the course of employment. Employers are generally prohibited from requiring or requesting any employee or job applicant to take a lie detector test, and from discharging, disciplining, or discriminating against an employee or

Federal, State and local governments are not affected by the law. Also, the law does not apply to tests given by the Federal Government to certain private individuals engaged in national securityrelated activities. The Act permits polygraph (a kind of lie detector) tests to be administered in the private sector, subject to restrictions, to certain prospective employees of security service firms (armored car, alarm, and uard), and of pharmaceutical manufacturers, distributors and dispensers The Act also permits polygraph testing, subject to restrictions, of certain employees of private firms who are reasonably suspected of involvement in a workplace incident (theft, embezzlement, etc.) tha resulted in economic loss to the employer The law does not preempt any provision of any State or local law or any collective bargaining agreement which is more restrictive with respect to lie detector tests.

Where polygraph tests are permitted, they are subject to numerous strict standards concerning the conduct and length of the test. Examinees have a number of specific rights, including the right to a written notice before testing, the right to refuse or discontinue a test, and the right not to have test results disclosed to unauthorized persons

he Secretary of Labor may bring court actions to restrain violations and assess civil penalties against violators. Employees or job applicants may also bring their own court actions. THE LAW REQUIRES EMPLOYERS TO DISPLAY THIS POSTER WHERE EMPLOYEES AND JOB APPLICANTS CAN READILY SEE IT. -866-487-9243 • TTY: 1-877-889-5627 www.dol.gov/whd

UNITED STATES DEPARTMENT OF LABOR

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 mployment practices based on pregnancy, childbirth, or a related medical condition Inder 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

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

• 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 to submit written medical certification from the employee's physician substantiating the need for an accommodation because of pregnancy, childbirth, or related medical onditions, and the specific accommodation recommended by the physician For further information regarding the Act, contact the Nevada Equal Rights Commission.

An equal opportunity employer/program 1820 East Sahara Avenue 1325 Corporate Blvd. Auxiliary aids and services are available upon Room 115 Reno, NV 89502 Relay 711 or 800.326.6868 Phone (702) 486-716 Phone (775) 823-6690

Domestic Violence Victims employee provided for requesting leave. Such documentation may include, without limitation, a

DOMESTIC VIOLENCE BULLETIN 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, s entitled to not more than 160 hours of leave in one 12-month period. Hours of leave provided (a) May be paid or unpaid by the employer

(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 An employee may use the hours of leave pursuant to subsection 1 as follows (a) An employee may use the hours of leave only:

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

(1) For the diagnosis, care o treatment of a health condition related to an act which

onstitutes domestic violence committed against the employee or a family or

(a) Deny an employee the right to use hours of leave in accordance with the conditions of (b) Require an employee to find a replacement worker as a condition of using hours of leave (c) Retaliate against and employee for using hours of leave

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

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

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 (b) Must be used within the 12 months immediately following the date on which the act which 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. 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 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 33.018. (b) "Family or household member" means a" (1) Spouse; (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

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 2019 OFFICE OF THE LABOR COMMISSIONER STEVE SISOLAK

the employee at the time of the act which constitutes domestic violence.

1818 COLLEGE PARKWAY, SUITE 102 CARSON CITY, NV 89706 MICHAEL J. BROWN DIRECTOR PHONE: (775) 684-1890 FAX (775) 687-6409 SHANNON M. CHAMBERS LABOR COMMISSIONER OFFICE OF THE LABOR COMMISSIONER 3300 WEST SAHARA AVENUE, SUITE 225 LAS VEGAS. NEVADA 89102

(3) Minor child; or

IRS Withholding

To any of these or you owed extra tax when you filed your last return.

you may need to file a new Form W-4. See your employer for a copy of

Form W-4 or call the IRS at 1-800-829-3676. Now is the time to check

your withholding. For more details, get Publication 919, How Do I Adjust My Tax Withholding?, or use the Withholding Calculator at www.irs.gov/

Employer: Please poster or publish this Bulletin Board Poster so that

your employees will see it. Please indicate where they can get forms

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

construction jobsite that is located at least 3 miles from the regular

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

Copies of this notice may also be obtained from the Office of the Labor

person an administrative penalty of not more than \$5,000 for each

employee who is performing work at a

place of business of the employer

1818 College Parkway, Suite 102

3300 W. W Sahara Avenue, Suite 225

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

OFFICE OF THE LABOR COMMISSIONER

3300 WEST SAHARA AVENUE, SUITE 225

OFFICE OF THE LABOR COMMISSIONER

1818 COLLEGE PARKWAY, SUITE 102

Carson City, Nevada 89706

Las Vegas, Nevada 89102

SHANNON M. CHAMBERS

LABOR COMMISSIONER

LAS VEGAS. NEVADA 89102

PHONE: (702) 486-2650

CARSON CITY, NV 89706

PHONE: (775) 684-1890 FAX (775) 687-6409

Emergency Notice

(Please Give Exact Address of This Worksite Location)

PLEASE POST IN A CONSPICUOUS LOCATION, IN ACCORDANCE WITH

(Nevada Revised Statutes 618.295; 29 CFR 1926.50)

Nevada OSHA Enforcement Division of Industrial Relations

Nevada Department of Business and Industry

Payday Notice

The Nevada Revised Statutes Chapter 608.060 states that "...all wages or compensation of employees in private employment is due semi-monthly. All such wages or compensation earned and unpaid before the first day of any month is due not later than 8 a.m. on the 15th day of the month following that in which the wages or compensation was earned. All wages or compensation earned and unpaid before the 16th day of any month is due not later

Scheduled paydays: (Indicate the place of payment, the dates of the month for employees paid semi-monthly, and the day of the week for

SEMI-MONTHLY

THE NEVADA OCCUPATIONAL SAFETY AND HEALTH ACT

Ambulances: 911 or

Fire Department: 911 or ____

Police: 911 or

FAX (702) 486-2660

(702) 486-2650

BRIAN SANDOVAL

GOVERNOR

C. J. MANTHE

individuals on the IRS website.

and information on this subject.

Discrimination

DISCRIMINATION HAS NO PLACE IN THE WORKPLACE

File an on-line complaint at: https://neats.state.nv.us.

Sign-in, link can be found on your NEATS "Home Page."

Call the Hotline

The State of Nevada is committed to promptly investigating all complaints of discrimination.

Nursing Mother's Accomodation Act

The State of Nevada prohibits discrimination based on race, color, religion, sex, national origin, pregnancy, age, disability, sexual orientation

genetic information, gender identity or expression, domestic relations and compensation or wages in any terms, conditions or privilege of

If you believe you have been subjected to or witnessed discrimination, contact your agency coordinator:

FAX (702) 486-2660

PHONE: (702) 486-2650 NOTE: STATE LAW REQUIRES WORKERS' COMPENSATION POSTER BE AT LEAST 11" X 17" INCHES WITH TEXT APPEARING ON THE REMAINDER OF THE POSTER NOT LESS THAN 10-POINT TYPE

State of Nevada **DEPARTMENT OF BUSINESS & INDUSTRY**

> Workers' Compensation Section 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

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. See NRS 616B.612(1). An **employer** is defined as, "Every person, firm, voluntary association and private corporation, including any public service corporation, which has

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

An **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 616A.255.

Notice of Injury or Occupational Disease (Incident Report Form C-1) Vocational Rehabilitation Services: You may be eligible for vocational

of employment, you must provide written notice to your employer as soon as practicable, but no later than 7 days after the accident or OD. Your

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, the employer's insurer and third-party administrator, the Claim for

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 workers' 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 related to your industrial injury or OD will be paid by your insurer.

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. Temporary Partial Disability (TPD): If the wage you receive upon

Temporary 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

entitled, the insurer may be required to pay you TPD compensation to make up the difference. TPD can only be paid for a maximum of 24 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

reemployment is less than the compensation for TTD to which you are

OD, within 30 days, your insurer must 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 of the PPD evaluation, your age and wage. **Permanent Total Disability (PTD):** If you are medically certified by a

previously received a lump-sum PPD award.

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

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-

The information in this publication is derived from Chapters 616A through 616D, inclusive, and 617 of the Nevada Revised Statutes and is provided

Insurer/Administrator: **Contact Person:** Address: **Telephone Number:**

Contact Person: Telephone Number:

Workers' Compensation

DIVISION OF INDUSTRIAL RELATIONS

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

travel expenses and per diem associated with medical treatment. Claim for Compensation (Form C-4): If medical treatment is sought, **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

> may appeal to the **Department of Administration**, **Hearing Officer**, by following the instructions contained in your determination letter. You must appeal the determination within 70 days from the date of the determination letter at 1050 E. William Street, Suite 400, Carson City, to the **Department of Administration**, **Appeals Officer**. You must file 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 an 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

by the insurer or the insurer does not respond to your request, you

a hearing officer decision, you may request that NAIW represent you without charge at an Appeals Officer hearing. 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 Street, Suite 208, Carson City, NV 89701, (775) 684-7555, or 2200 S. Rancho Drive, Suite 230, Las Vegas, NV 89102, (702) 486-2830.

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, telephone (702) 486-

333-1597, Web site: http://dhhs.nv.gov/Programs/CHA, E-mail cha@ govcha.nv.gov

SEE SENATE BILL 192 PASSED DURING THE 80TH REGULAR SESSION OF THE NEVADA

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.

Equal Employment Opportunity

Daily Overtime Bulletin EMPLOYERS MUST PAY 1-1/2 TIMES AN EMPLOYEE'S REGULAR WAGE RATE WHENEVER AN EMPLOYEE WHO IS PAID LESS THAN 1-1/2 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. THE FOLLOWING AMOUNTS ARE THE WAGE RATES BELOW FOR WHICH DAILY OVERTIME MAY BE APPLICABLE. THESE RATES ARE EFFECTIVE AS OF JULY 1, 2022 EMPLOYEES WHO EARN LESS THAN \$14.25 PER HOUR (OFFERED QUALIFIED HEALTH BENEFITS) OR LESS THAN \$15.75 PER HOUR (NOT OFFERED QUALIFIED HEALTH BENEFITS) ARE ELIGIBLE FOR OVERTIME AT ONE AND A HALF 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 RATES ABOVE ARE ELIGIBLE FOR OVER 40 HOURS OF WORK IN A WORK WEEK. THE EMPLOYER MUST VERIFY THE RATES ABOVE \$14.25 PER HOUR AND \$15.75 PER HOUR BASED ON QUALIFIED HEALTH BENEFITS BEING OFFERED OR NOT OFFERED TO EMPLOYEES TO PAY OVERTIME 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 at:

1818 East College Parkway, Suite 102 Carson City, Nevada 89706 (775) 684-1890 3300 West Sahara Avenue, Suite 225

Las Vegas, Nevada 89102 (702) 486-2650

Rules to be Observed By Employers ULES TO BE OBSERVED BY EMPLOYERS 7. Every employer shall establish and maintain records of wages for the benefit of his employees, showing for each pay period the following information for each employee: (a) Gross wage or salary; (b) Deductions agreed to in writing by the employer and employee for a specific purpose, pay period, and amount; (c) Net cash wage or 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 salary; (d) Total hours employed in the pay period by noting the number of hours per day; (e) Date of payment MPLOYERS SUMMARIZING NEVADA WAGE AND HOUR LAWS PURSUANT TO NEVADA REVISED TATUTES (NRS) AND NEVADA ADMINISTRATIVE CODE (NAC) SECTIONS 607 AND 608 8. Wages must be paid semimonthly or more often 9. Every employer shall establish and maintain regular paydays and shall post a notice setting forth those regula ummary of NRS and NAC Provisions and should not be considered legal advice - REVISED 4-11-2022

any such firm, association, or corporation, who violates any of these NRS and NAC provisions may be guilty of a change is made, the employer provides the employees affected by the change with written notice in a manner 10. 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 "The Legislature hereby finds and declares that the health and welfare of workers and the employm of persons in private enterprise in this State are of concern to the State and that the health and welfare persons required to earn their livings by their own endeavors require certain safeguards as to hours such tips or gratuities among themselves. 11. 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 . Discharge of employee: Whenever an employer discharges an employee, the wages and compensation benefit of, and authorized by written order of the employee. Further, it is unlawful for any employer who has the legal authority to decrease the wage, salary or compensation of an employee to implement such a decrease

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 12. 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 period as possible. The duration of the rest periods shall be based on the total hours worked daily at the rate of laundered by an employee, such employee's employer shall clean such uniform or accessory without cost to minutes for each 4 hours or major fraction thereof. Authorized rest periods shall be counted as hours worked, 13. 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 worked if the employer offers qualified health benefits, or \$10.50 per hour if the employer does not offer qualified nealth benefits. Offering health benefits means making qualified health benefits available to the employee for work; (b) May require an employee to notify the employer that he or she is sick or injured and cannot report for the employee and the employee's dependents at a total cost to the employee for premiums of not more than 10

14. An employer in private employment with not less than 50 employees shall provide paid leave to each

employee of the employer pursuant to the provisions of NRS section 608.0197 as follows: A. An employee is

entitled to at least 0.01923 hours of paid leave for each hour of work performed. B. Paid leave accrued may carry over for each employee between his or her benefit years of employment, except an employer may limit the

unless: (a) Not less than 7 days before the employee performs any work at the decreased wage, salary or

sation, the employer provides the employee with written notice of the decrease; or (b) The employer

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 7 days before the

amount of paid leave for each employee carried over to a maximum of 40 hours per benefit year. C. An employe shall: (1) Compensate an employee for the paid leave available for use by that employee at the rate of pay at which the employee is compensated at the time such leave is taken; and (2) Pay such compensation on the same payday as the hours taken are normally paid. (See NRS section 608.0197 and Senate Bill 312 (2019) for full requirements and exceptions) 15. In addition to the leave provided in NRS section 608.0197 an employer shall provide 2 to 4 hours of paid leave to obtain a vaccination for COVID-19. Please see Senate bill 209 – 2021 Legislative Session for the full provisions. https://www.leg.state.nv.us/App/NELIS/REL/81st2021/Bill/7670/Text# 16. NRS section 608.0197 subsection 2(b) states: An employer shall allow an employee to use paid leave for any use, including, without limitation; (1) Treatment of a mental or physical illness, injury, or health condition 2) Receiving a medical diagnosis or medical care. (3) Receiving or participating in preventative care. (4) Participating in caregiving; or (5) Addressing other personal needs related to the health of the employee. (See

17. An employer in private employment shall post the required bulletins and notices available at; https://labor nv.gov/Employer/Employer Posters/ 18. Senate Bill 386, cited as the "Nevada Hospitality and Travel Workers Right to Return Act", requires certain employers to offer job positions to certain employees under certain conditions. This bill requires that certain employees have an opportunity to return to their jobs when circumstances permit. See this link regarding preliminary guidance on this bill. Senate Bill 386 Preliminary Guidance (ny goy). 19. Senate Bill 293 prohibits an employer or employment agency from seeking or relying on the wage or salary history of an applicant for employment; prohibits an employer or employment agency from refusing to interview hire, promote or employ an applicant or from discriminating or retaliating against an applicant if the applicant does not provide wage or salary history. SB293 Overview (state.nv.us For additional information please visit: WWW.LABOR.NV.GOV

Short-term Certificate programs - https://www.tmcc.edu/academics/certifications

Nevada's Displaced Homemaker Program - https://detr.nv.gov/Page/Displaced

Education and Training - https://www.employnv.gov/vosnet/Guest.aspx?action=indguest&gue

- Online Learning Resources - https://www.employnv.gov/vosnet/OnlineLearning/Resources.

For additional services, resources and program details - register in EmployNV at: https://www.

Pursuant to the Stevens Amendment (https://www.gao.gov/products/gao-19-282), the employme

Department of Labor. [Funding expenditures authorized by the Nevada Legislature, 81st Session

STEVE SISOLAK

TERRY REYNOLDS

SHANNON M. CHAMBER

services and training programs included in this Notice are supported by the Employment

and Training Administration (ETA) and Veterans' Employment and Training Service of the U.S. Department of Labor; and the Rehabilitation Services Administration (RSA) of the U.S.

Short%20Term%20Training_NV_04142021.pdf

- Grow with Google - email: growwithgoogle@detr.nv.gov

Homemakers Program

employnv.gov/vosnet/loginintro.aspx

(2021): Senate Bill (S.B.) 459]

OFFICE OF THE LABOR COMMISSIONER

OFFICE OF THE LABOR COMMISSIONER

3300 W. SAHARA AVE. SUITE 225 LAS VEGAS, NEVADA 89102 PHONE (702)

1818 COLLEGE PARKWAY, SUITE 102 CARSON CITY, NEVADA 89706

Carson City 775-684-1890 or Las Vegas 702-486-2650 - TOLL FREE: 1-800-992-0900 Ext. 4850

Employee Leave & Career Enhance Program - Work Opportunity Tax Credit (WOTC) - https://nevadajobconnect.com/Page/Work_

nttp://www.labor.nv.gov Other Employment and Training Services - Nevada Employment and Eligibility Assessment Initiative (REAnv)/Reemployment REQUIRED POSTING - ASSEMBLY BILL 307 Services and Eligibility Assessment Program (RESEA) - https://www.dol.gov/agencies/eta/ Effective April 1, 2022 as set forth in Assembly Bill (AB) 307 passed during the 2021 Legislative Trade Assistance Act (TAA) - https://www.dol.gov/agencies/eta/tradeact Session, Nevada Revised Statutes (NRS) section 232 is hereby amended with a new section as Federal Bonding Program - https://bonds4jobs.com/ - Vocational Rehabilitation - https://detr.nv.gov/Page/Rehabilitation_Division_Bureau_of_ Assembly Bill 307 - https://www.leg.state.nv.us/App/NELIS/REL/81st2021/Bill/7811/Text Vocational Rehabilitation Short-term Training programs - https://www.employnv.gov/admin/gsipub/htmlarea/uploads/

prepare one or more notices concerning job training or employment programs conducted by the Department, including, without limitation, the Career Enhancement Program and Nevada JobConnect, and provide each such notice to the Labor Commissioner. Within 30-days following the end of each calendar quarter (October 1, January 1, April 1, and July 1), DETR will transmit to the Labor Commissioner an updated notice on the following job training and employment programs. This Notice fulfills DETR's April 1, 2022 required reporting: Employment and Training Programs - Career Enhancement Program (CEP) - https://detr.nv.gov/Page/Career_Enhancement_

- Nevada JobConnect Career Centers - https://nevadajobconnect.com/Page/Career_Centers

Chapter 232 of NRS is hereby amended by adding thereto a new section to read as follows

. The Department (Department of Employment, Training and Rehabilitation; DETR) shall

Employment Services - https://nevadajobconnect.com/# Veterans Employment Services - https://detr.nv.gov/Page/Veteran_Services Migrant Seasonal Farm Workers - https://nevadajobconnect.com/Page/Migrant_and Seasonal Farm Workers b Eligible Training Provider List (ETPL) - https://www.employnv.gov/vosnet/guest.aspx?guesttyp e=IND&whereto=ETPLPROGRAMS Nevadaworks (northern Nevada) - http://nevadaworks.com/service-providers/ $\textbf{Workforce Connections} \ (\text{southern Nevada}) - \underline{\text{https://nvworkforceconnections.org/?page_id=8082}}$ o Nevada Labor Market Information - https://nevadaworkforce.com/

- Job Order Posting - https://nevadajobconnect.com/Page/Post a Job Opening Foreign Labor Certification (FLC) - https://nevadajobconnect.com/page/H-2B_Online_Job_

Silver State Works (SSW) - http://silverstateworks.com/ - Rapid Response - https://nevadajobconnect.com/Page/Rapid_Response_Business_Closure_

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

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

If an injury or occupational disease (OD) arises out of and in the course your injury or occupational disease. employer shall maintain a sufficient supply of the forms. Transportation and Per Diem Reimbursement: You may be eligible for

> Nevada 89701, or 2200 S. Rancho Drive, Suite 210, Las Vegas, Nevada 89102. If you disagree with the Hearing Officer decision, you may appeal your appeal within 30 days from the date of the Hearing Officer decision attorney at your own expense or you may contact the NAIW for possible Nevada Attorney for Injured Workers (NAIW): If you disagree with

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

rehabilitation services if you are unable to return to the job due to a permanent physical impairment or permanent restrictions as a result of

wage. The amount of your PTD payments is subject to reduction if you

for informational purposes only. If you have any questions, regarding your injury or workers' compensation claim, please call the following:

MCO/Health Care Provider:

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