

### Lie Detector Tests

State of Nevada, Office of the Labor Commissioner

#### Notice of Limitations Affecting the Application of Lie Detector Tests

**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 employment are customarily posted and read.**

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 determine the honesty or dishonesty of an individual.

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 provided in NRS 613.510.

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 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 employee.

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(384) 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 detector test.**

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 Commissioner.

*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@labor.nv.gov](mailto:mail@labor.nv.gov)*

OLC

### Pregnancy Rights

#### 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.

**Under the Act, it is unlawful for employers to:**

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

**Under the act, an employer may:**

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

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

**NERC Nevada Equal Rights Commission**  
[www.nvdetr.org](http://www.nvdetr.org)

An equal opportunity employer/program. Auxiliary aids and services are available upon request for individuals with disabilities. Relay 711 or 800.326.6868	1820 East Sahara Avenue Suite 314 Las Vegas, NV 89104 Phone (702) 486-7161	1325 Corporate Blvd. Room 115 Reno, NV 89502 Phone (775) 823-6690
--	--	---

### Unemployment Ins.

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

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

#### NOTICE TO EMPLOYEES

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

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

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

**To be eligible for unemployment benefits an unemployed person must:**

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

**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.
- Refusal of an offer of suitable work without good cause.

**DETR Nevada Department of Employment, Training and Rehabilitation**

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

NUCS-4324

REV. 12/2023

### Discrimination

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, familial status, sexual orientation, or gender identity or expression.
- 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.

**NERC Nevada Equal Rights Commission**  
a division of the Nevada Department of Employment, Training and Rehabilitation

1820 East Sahara Avenue, Suite 314 Las Vegas, NV 89104 (702) 486-7161	1325 Corporate Blvd., Room 115 Reno, NV 89502 (775) 823-6690
---	--

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](http://www.nvdetr.org)

REV. 12/2014

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

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.

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

**Notice 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 written 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, the 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 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.

**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 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 reemployment is less than the compensation for TTD to which you are 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 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 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 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 previously received a lump-sum PPD award.

**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 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, Nevada 89701, or 2200 S. Rancho Drive, Suite 210, Las Vegas, Nevada 89102. If you disagree with the Hearing 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 decision 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 attorney at your own expense or you may contact the NAIW for possible representation.

**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 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.

**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, telephone (702) 486-9080.

**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 [cha@govcha.nv.gov](mailto:cha@govcha.nv.gov)

*The 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: \_\_\_\_\_  
Address: \_\_\_\_\_ Telephone Number: \_\_\_\_\_  
City State Zip

MCO/Health Care Provider: \_\_\_\_\_ Contact Person: \_\_\_\_\_  
Address: \_\_\_\_\_ Telephone Number: \_\_\_\_\_  
City State Zip

D-1 (rev. 10/20)

### Emergency

OSHA Enforcement, Division of Industrial Relations  
**EMERGENCY PHONE NUMBERS FOR**

(Please Give Exact Address of this Worksite Location)

PHYSICIANS: \_\_\_\_\_  
HOSPITALS: \_\_\_\_\_  
AMBULANCES: 911 or \_\_\_\_\_  
FIRE DEPARTMENT: 911 or \_\_\_\_\_  
POLICE: 911 or \_\_\_\_\_

**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

To update your labor law posters contact J. J. Keller & Associates, Inc.  
[JJKeller.com/labormlaw](http://JJKeller.com/labormlaw)  
800-327-6868

### Domestic Workers

#### DOMESTIC WORKER'S BILL OF RIGHTS AND APPLICABLE STATE AND FEDERAL LAWS

**NRS 608.009 "Domestic service employee" defined**  
"Domestic 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
- Companions, babysitters, cooks, waiters, valets, housekeepers, nannies, nurses, janitors, persons employed to launder clothes and linens, caretakers, persons who perform minor repairs, gardeners, home health aides, personal care aides and chauffeurs of automobiles for family use.

**NRS 608.018 Compensation for overtime: Requirement; exceptions**  
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 rate prescribed pursuant to the Constitution of the State of Nevada: (a) Works more than 40 hours in any scheduled week of work; or (b) Works more than 8 hours in any workday unless by mutual agreement the employee works a scheduled 10 hours per day for 4 calendar days within any scheduled week of work.

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

The above provisions do not apply to: (a) Employees who are not covered by the minimum wage provisions of the Constitution (b) Outside buyers; (c) Employees in a retail or service business if their regular rate is more than 1 1/2 times the minimum wage, and more than half their compensation for a representative period comes from commissions on goods or services, with the representative period being, to the extent allowed pursuant to federal law, not less than one month; (d) Drivers who are employed in bona fide executive, administrative or professional capacities; (e) Employees covered by collective bargaining agreements which provide otherwise for overtime; (f) Drivers, drivers helpers, loaders and mechanics for 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 local deliveries and paid on a trip-rate basis or other delivery payment plan; (j) Drivers of taxicabs or limousines; (k) Agricultural employees; (l) Employees of business enterprises having a gross sales volume of less than \$250,000 per year; (m) Any salesman or mechanic primarily engaged in selling or servicing automobiles, trucks or farm equipment; and (n) A mechanic or workman in any hours to which the provisions of subsection 3 or 4 of NRS 338.020 apply. **OR A DOMESTIC WORKER WHO RESIDES IN THE HOME WHERE HE OR SHE WORKS IF THE DOMESTIC WORKER AND HIS OR HER EMPLOYER AGREE IN WRITING TO EXEMPT THE DOMESTIC WORKER FROM THE REQUIREMENTS OF SUBSECTIONS 1 AND 2. 4. AS USED IN THIS SECTION, "DOMESTIC WORKER" HAS THE MEANING ASCRIBED TO IT IN SECTION 6 OF THIS ACT.**

**NRS 608.0195 Periods for sleep**  
1. If an employee specified in paragraph (a) of subsection 3 is required to be on duty for 24 hours or more, the employer and employee may agree 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: (a) By the employer of an employee described in subparagraph (1) of paragraph (a) of subsection 3; or (b) In the home in which an employee described in subparagraph (2) of paragraph (a) of subsection 3 provides personal care services, as applicable. 2. If the sleeping period is interrupted by any call for service by the employer or for service to a person to whom the employee provides personal care services, the interruption must be counted as hours worked. If the sleeping period is interrupted by any call for service by the employer or for service to a person to whom the employee provides personal care services to such an extent that the sleeping period is less than 5 hours, the employer must be paid for the entire sleeping period. 3. The provisions of subsections 1 and 2: (a) Apply only to: (1) An employee who is on duty at a residential facility for a group of similarly situated persons who require supervision, care or other assistance from employees at the residential facility; and (2) An employee of an agency to provide personal care services in the home who is on duty. (b) Do not apply to a firefighter, a member of a rescue or emergency services crew or a peace officer, including, without limitation, a correctional officer. 4. As used in this section: (a) "A group of similarly situated persons" includes, without limitation, a group of: (1) Persons with a mental illness; (2) Persons with a physical disability; (3) Persons with an intellectual disability; (4) Persons who are elderly; (5) Persons recovering from alcohol or drug abuse; (6) Children in foster care; and (7) Children in a program to address emotional or behavioral problems. (b) "Agency to provide personal care services in the home" has the meaning ascribed to it in NRS 449.002. (c) "On duty" means any period during which an employee is working or is required to remain on the premises of: (1) In the case of an employee described in subparagraph (1) of paragraph (a) of subsection 3, the employer; or (2) In the case of an employee described in subparagraph (2) of paragraph (a) of subsection 3, the home of a person to whom the employee provides personal care services. (d) "Personal care services" means the services described in NRS 449.1935. (e) "Residential facility" means: (1) A dormitory, any structure similar to a dormitory or any structure similar to a private residence in which a group of similarly situated persons reside for the purpose of receiving supervision, care or other assistance from employees on duty at the residential facility. Any such dormitory or structure similar to a dormitory may include a studio apartment for the use of the employees. (2) In the case of a program for children to address emotional or behavioral problems, any structure which provides for residential living for the children and employees.

**NRS 608.154 Lodging 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 of employment, consist of lodging. In no case may the value of the lodging be computed at more than five times the statutory minimum hourly wage for each week that lodging is provided to the employee. 2. The monetary limitations on the value of lodging specified in subsection 1 do not apply to agricultural employees.

**NRS 608.155 Meals as part of wages or compensation; exception**  
1. A part of wages or compensation may, if mutually agreed upon by an employee and employer in the contract of employment, consist of meals. In no case shall the value of the meals be computed at more than 100 percent of the statutory minimum hourly wage per day. In no case shall the value of the meals consumed by such employee be computed or valued at more than 25 percent of the statutory minimum hourly wage for each breakfast actually consumed, 25 percent of the statutory minimum hourly wage for each lunch actually consumed, and 50 percent of the statutory minimum hourly wage for each dinner actually consumed. 2. The monetary limitations on the value of meals, contained in subsection 1, do not apply to agricultural employees.

**NRS 608.215 Domestic service employees; agreements to exclude certain periods from wages; calls to duty; maintenance of records**  
1. If a domestic service employee resides in the household where he or she works, the employer and domestic service employee may agree in writing to exclude from the wages of the domestic service employee: (a) Periods for meals if the period for meals is at least one-half hour for each meal; (b) Periods for sleep if the period for sleep is at least one-half hour for each sleep; and (c) Personal care services not to exceed 8 hours; and (c) Any other period of complete freedom from all duties during which the domestic service employee may either leave the premises or stay on the premises for purely personal pursuits. To be excluded from the wages of the domestic service employee pursuant to this paragraph, a period must be of sufficient duration to enable the domestic service employee to make effective use of the time.

2. If a period excluded from the wages of the domestic service employee pursuant to this section is interrupted by a call to duty by the employer, the interruption must be counted as hours worked for which compensation must be paid. 3. An agreement pursuant to this section may be used to establish the total hours of employment of a domestic service employee 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 of the domestic service employee generally coincides with the agreement. If it is found by the parties that there is a significant deviation from the initial agreement, a separate record must be kept for the period in which the deviation 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: (a) An employer shall provide to a domestic worker, when the domestic worker begins his or her employment, a written 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 to 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 a description of the duties for which he or she is being employed; (3) Each place where the domestic worker is required to work; (4) The date on which the employment will begin; (5) The period of notice required for either party to terminate the employment; or (6) 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 and conditions of overtime pay and any other payment or benefits, including, without limitation, health insurance, workers' 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 is to reside in the employer's household, the conditions under which the employer may enter the domestic worker's designated living space; and (11) A notice of all applicable state and federal laws pertaining to the employment of domestic workers. A copy of the notice provided in subsection 2 will satisfy the requirement to comply with this section. (b) Except as otherwise provided in this section and subject to the provisions of chapter 608 of NRS, a domestic 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 worker who is paid less than one and one-half times the minimum hourly wage must be paid not less than one and one-half times the domestic worker's regular rate of wages for all working time in excess of 8 hours in a workday or 40 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, without limitation, sleeping time and meal breaks. (e) If a domestic worker is hired to work for 40 hours per week or more, his or her employer must provide a period of rest of at least 24 consecutive hours in each calendar week and at least 48 consecutive hours during each calendar month. The domestic worker may agree in writing to work on a scheduled day of rest but must be compensated for such time pursuant to this section. (f) An employer may deduct from the wages of a domestic worker an amount for food and beverages supplied by the employer if the domestic worker freely and voluntarily accepts such food and beverages and provides written consent for such a deduction. An employer must not make a deduction for food and beverages supplied by the employer if a domestic worker cannot easily bring or prepare meals on the premises. Any deduction for food and beverages pursuant to this paragraph must not exceed the limits set forth in NRS 608.155. (g) An employer may deduct from the wages of a domestic worker an amount for lodging if the domestic worker freely and voluntarily accepts such lodging and provides written consent for such a deduction. An employer may not make a deduction for lodging if the domestic worker is required to reside on the employer's premises as a condition of his or her employment. Any deduction for lodging pursuant to this paragraph must not exceed the limits set forth in section 1 of this act. (h) If a domestic worker is required to wear a uniform, the employer may not deduct from his or her wages the cost of the uniform or its care. (i) An employer shall not restrict, interfere with or monitor a domestic worker's private communications or take any of the domestic worker's documents or other personal effects. (j) A domestic worker may request a written evaluation of his or her work performance from the employer 3 months after his or her employment begins and annually thereafter. (k) If a domestic worker resides in the employer's household and the employer terminates his or her employment without cause, the employer shall provide written notice and at least 30 days of lodging to the domestic worker, either on-site or in comparable off-site conditions. (l) An employer shall keep a record of the wages and hours of the domestic worker as required by NRS 608.115. 2. The provisions of this section are not intended to prevent an employer from providing greater wages and benefits than those required by this section. 3. The Labor Commissioner shall adopt regulations to carry out the provisions of this section and shall post his or her Internet website, if any, a multilingual notice of employment rights provided under this section and any applicable state and federal laws pertaining to the employment of domestic workers. 4. As used in this section, unless the context otherwise requires: (a) "Domestic worker" means a natural person who is paid by an employer to perform work of a domestic nature for the employer's household, including, without limitation, 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 party service or agency; and (2) Does not include a natural person who provides services on a casual, irregular or intermittent basis. (b) "Employer" means a person who employs a domestic worker to work for the employer's household. (c) "Household" means the premises of an employer's residence and includes any living quarters on the employer's 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 all duties and is free to leave the employer's household or stay within the household solely for personal pursuits. (f) Working time" means all compensable time, other than periods of rest, during which a domestic worker is on duty, regardless of whether the domestic worker is actually working.

For information on Federal Laws  
[www.dol.gov/whd/homecare/faq.htm](http://www.dol.gov/whd/homecare/faq.htm)

*For additional information or exceptions, contact the Nevada State Labor Commissioner:  
Carson City 775-684-1890 or Las Vegas 702-486-2650  
Internet: [www.labor.nv.gov](http://www.labor.nv.gov)*

REV. 8/03/2018

### Payday

Nevada Statute NRS 608.080  
**Payday Notice**

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

**FOR EMPLOYEES OF:** \_\_\_\_\_ (Company Name)

**REGULAR PAYDAYS SHALL BE AS FOLLOWS:**  
\_\_\_\_\_  
\_\_\_\_\_

**PLACE OF PAYMENT:**  
\_\_\_\_\_

### Two ways to verify poster compliance!

**QR CODE** Scan with phone camera: 

**OR** Go to: [JKeller.com/LLPverify](http://JKeller.com/LLPverify)

**ONLINE** Enter this code: 69443-012024

**J. J. Keller & Associates, Inc.**  
Since 1953

65835F NV-ENG-B JAN2024 67522