

NEVADA Labor Laws

Minimum Wage

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Department of Business & Industry
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STATE OF NEVADA MINIMUM WAGE 2023 ANNUAL BULLETIN

POSTED APRIL 1, 2023

| Effective date | Lower Tier | Higher Tier |
|----------------|------------|-------------|
| July 1, 2022 | \$9.50 | \$10.50 |
| July 1, 2023 | \$10.25 | \$11.25 |

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 LEGISLATURE (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, 2023 AND WILL INCREASE AS SET FORTH BELOW UNTIL JULY 1, 2024.

FOR EMPLOYEES TO WHOM QUALIFYING HEALTH BENEFITS HAVE BEEN OFFERED/MADE AVAILABLE BY THE EMPLOYER THE LOWER TIER RATE MAY BE PAID. PLEASE SEE SENATE BILL 192 PASSED DURING THE 80TH REGULAR SESSION OF THE NEVADA LEGISLATURE (2019).

FOR ALL OTHER EMPLOYEES, EMPLOYERS MUST PAY THE HIGHER TIER RATE AS SET FORTH BELOW:

| Effective date | Lower Tier | Higher Tier |
|----------------|------------|-------------|
| July 1, 2022 | \$9.50 | \$10.50 |
| July 1, 2023 | \$10.25 | \$11.25 |

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

| Effective date | Minimum Wage |
|----------------|--------------|
| July 1, 2024 | \$12.00 |

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

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

NOTICE: This state has its own minimum wage law. Employers are also required to display the federal Employee Rights Under the Fair Labor Standards Act posting, which indicates the federal minimum wage. Where federal and state rates both apply to an employee, the U.S. Department of Labor dictates that the employee is entitled to the higher minimum wage rate.

Overtime

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STATE OF NEVADA DAILY OVERTIME 2023 ANNUAL BULLETIN

POSTED APRIL 1, 2023

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, 2023.

EMPLOYEES WHO EARN LESS THAN \$15.375 PER HOUR (OFFERED QUALIFIED HEALTH BENEFITS) OR LESS THAN \$16.875 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 40 HOURS OF WORK IN A WORK WEEK. THE EMPLOYER MUST VERIFY THE RATES ABOVE \$15.375 PER HOUR AND \$16.875 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.

EMPLOYERS THAT MAKE MORE THAN THE HOURLY RATES ABOVE ARE ELIGIBLE FOR OVERTIME AT ONE AND A HALF TIMES THE EMPLOYEE'S REGULAR RATE OF PAY FOR OVER 40 HOURS OF WORK IN A WORK WEEK. THE EMPLOYER MUST VERIFY THE RATES ABOVE \$15.375 PER HOUR AND \$16.875 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 listed above.

Assembly Bill 190

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REQUIRED POSTING – ASSEMBLY BILL 190

<https://www.leg.state.nv.us/App/NEILS/REL/81st2021/Bill/5734/Text#H>
Effective October 1, 2023, as set forth in Assembly Bill 190 a new section is added to Chapter 608 of NRS Section 1. Chapter 608 of NRS is hereby amended by adding therein a new section to read as follows:

- Except as otherwise provided in this section, if an employer provides paid or unpaid sick leave for the use of his or her employees, the employer must allow an employee to use any accrued sick leave to assist a member of the immediate family of the employee who has an illness, injury, medical appointment or other authorized medical need to the same extent and under the same conditions that apply to the employee when taking such leave.
- An employer may limit the amount of sick leave that an employer may use pursuant to subsection 1 to an amount which is equal to not less than the amount of sick leave that the employee accrues during a 6-month period.

3. The Labor Commissioner shall prepare a bulletin which clearly sets forth an explanation of the provisions of this section. The Labor Commissioner shall post the bulletin on the Internet website maintained by the Office of the Labor Commissioner and shall require each employer that provides sick leave to employees to post the bulletin in a conspicuous location in each workplace maintained by the employer. The bulletin may be included in any printed abstract posted by the employer pursuant to NRS 608.013.

4. The provisions of this section shall not be construed to: (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 sick leave benefit or paid time off benefit; or (d) Extend the maximum amount of leave to which an employee is entitled to take pursuant to the Family and Medical Leave Act of 1993, 29 U.S.C. § 2601 et seq.

5. An employer shall not deny an employee the right to use accrued sick leave in accordance with the provisions of this section or retaliate against an employee for attempting to prosecute a violation of this section or for exercising any rights afforded by this section.

6. The provisions of this section do not apply: (a) To the extent prohibited by federal law; or (b) With regard to an 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 employer; or (b) Any person for whom the employee is the legal guardian.

(b) After taking any hours of leave upon the occurrence of the action which constitutes domestic violence or sexual assault, an employer shall not give less than 48 hours advance notice to his or her employer of the need to use additional hours of leave for any purpose listed in paragraph (a).

3. An employer shall not:

- Deny an employee the right to use hours of leave in accordance with the conditions of this section;
- Require an employee to find a replacement worker as a condition of using hours of leave; or
- Retaliate against an employee for using hours of leave.

4. The employer of an employee who takes hours of leave pursuant to this section may require the employee to provide to the employer documentation that confirms or supports the reason the employee provided for requesting leave. Such documentation may include, without limitation, a police report, a copy of an application for an order for protection, an affidavit from an organization which provides services to victims of domestic violence or sexual assault or documentation from a physician. Any documentation provided to an employer pursuant to this subsection is confidential and must be retained by the employer in a manner consistent with the requirements of the Family and Medical Leave Act of 1993, 29 U.S.C. § 2601 et seq.

5. The Labor Commissioner shall prepare a bulletin which clearly sets forth the right to the benefits created by this section. The Labor Commissioner shall post the bulletin on the Internet website maintained by the Office of Labor Commissioner, if any, and shall require all employers to post the bulletin in a conspicuous location in each workplace maintained by the employer. The bulletin may be included in any printed abstract posted by the employer pursuant to NRS 608.013.

6. An employer shall maintain a record of the hours of leave taken pursuant to this section for each employee for a 2-year period following the entry of such information in the record and, upon request, shall make those records available for inspection by the Labor Commissioner. The employer shall exclude the names of the employees for the reasons, unless a request for a record is for the purpose of an investigation.

7. The provisions of this section do not:

- Limit or abridge any other rights, remedies or procedures available under the law;
- Negate any other rights, remedies or procedures available to an aggrieved party;
- Prohibit, preempt or discourage any contract or other agreement that provides a more generous leave benefit or paid leave benefit;
- Participating in caregiving; or
- Addressing other personal needs related to the health of the employee.

8. As used in this section:

- "Domestic violence" has the meaning ascribed to it in NRS 333.018.
- "Family or household member" means a'
 - Spouse;
 - Domestic Partner;
 - Minor child; or
 - Parent or other adult person who is related within the first degree of consanguinity or affinity to the employee, or other adult person who is or was actually residing with the employee at the time of the act which constitutes domestic violence or sexual assault.
- "Sexual assault" has the meaning ascribed to it in NRS 200.366.

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DOMESTIC VIOLENCE & SEXUAL ASSAULT VICTIMS' LEAVE BULLETIN

EFFECTIVE January 1, 2024

Pursuant to Assembly Bill 163 from the 82nd Legislative Session of the Nevada Legislature, NRS 608.0198 is hereby amended to include victims of sexual assault the same employment protections as domestic violence victims. Effective January 1, 2024, NRS 608.0198 reads as follows:

- An employee who has been employed by an employer for at least 90 days and who is a victim of an act which constitutes domestic violence or sexual assault, or whose family or household member is a victim of an act which constitutes domestic violence or sexual assault, and the employee is not the alleged perpetrator, is entitled to not more than 160 hours of leave in one 12-month period. Hours of leave provided pursuant to this subsection:
 - May be paid or unpaid by the employer;
 - Must be used within the 12 months immediately following the date on which the act which constitutes domestic violence or sexual assault occurred;
 - May be used consecutively or intermittently; and
 - If used for a reason for which leave may also be taken pursuant to the Family and Medical Leave Act of 1993, 29 U.S.C. § 2601 et seq., must be deducted from the amount of leave the employee is entitled to take pursuant to this section and from the amount of leave the employee is entitled to take pursuant to the Family and Medical Leave Act of 1993, 29 U.S.C. § 2601 et seq.
- An employer may use the hours of leave pursuant to subsection 1 as follows:
 - An employer may use the hours of leave only:
 - For the diagnosis, care or treatment of a health condition related to an act which constitutes domestic violence or sexual assault committed against the employee or a family or household member of the employee;
 - To obtain counseling or assistance related to an action which constitutes domestic violence or sexual assault committed against the employee or a family or household member of the employee;
 - To participate in court proceedings related to an act which constitutes domestic violence or sexual assault committed against the employee or a family or household member of the employee;
 - To establish a safety plan, including, without limitation, any action to increase the safety of the employee or the family or household member of the employee from a future act which constitutes domestic violence or sexual assault.
 - "Sexual assault" has the meaning ascribed to it in NRS 200.366.

Pursuant to NRS 608.195 (except as otherwise provided in NRS 608.0165) any person who violates provisions of NRS 608.005 to 608.195 inclusive is guilty of a misdemeanor. In addition to any other remedy or penalty, the Labor Commissioner may impose against the person an administrative penalty of not more than \$5,000 for each violation. OLC 01.01.2024

Senate Bill 209

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REQUIRED POSTING – SENATE BILL 209

<https://www.leg.state.nv.us/App/NEILS/REL/81st2021/Bill/7670/Text#H>
Effective Immediately as set forth in Senate Bill 209 passed during the 2021 Legislative Session, Nevada Revised Statutes (NRS) section 608.0197 is hereby amended and a new section is added to Chapter 608 as follows:

AMENDED SECTION 608.0197 SUBSECTION 2(b):

- An employer shall allow an employee to use paid leave for any use, including, without limitation:
 - Treatment of a mental or physical illness, injury, or health condition.
 - Receiving a medical diagnosis or medical care.
 - Receiving or participating in preventative care.
 - Participating in caregiving; or
 - Addressing other personal needs related to the health of the employee.

NEW SECTION CHAPTER 608 OF NRS:

- Except as otherwise provided in subsections 6 and 10, in addition to the paid leave provided pursuant to NRS 608.0197, every employer in private employment shall provide 2 or 4 hours, as determined pursuant to subsection 2 of paid leave to each employee for the purpose of the employee receiving a vaccination for COVID-19.
- If an employee is to receive a vaccination for COVID-19 and the vaccination requires: (a) Only one dose, the employer may take 2 consecutive hours of paid leave to receive the vaccination for COVID-19. (b) Two separate doses that are administered on two separate occasions, the employer may take 2 consecutive hours of paid leave absence for a total of 4 hours of paid leave.

Paid Leave

Office of the Labor Commissioner

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

Except as otherwise provided in Senate Bill (SB) 312, every employer in private employment with not less than 50 employees shall provide paid leave to each employee of the employer as follows:

- An employee is entitled to at least 0.01923 hours of paid leave for each hour of work performed.
- Paid leave accrued may carry over for each employee between his or her benefit years of employment, except an employer may limit the amount of paid leave for each employee carried over to a maximum of 40 hours per benefit year.
- An employer shall:
 - 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
 - Pay such compensation on the same payday as the hours taken are normally paid.
- An employer may use a minimum increment of paid leave, not to exceed 4 hours that an employee may use at any one time.
 - An employer shall provide to each employee on each payday an accounting of the hours of paid leave available for use by that employee. An employer may use the system that the employer uses to pay its employees to provide the accounting of the hours of paid leave available for use by the employee.
 - An employer may, but is not required to, compensate an employee for any unused paid leave available for use by that employee upon separation from employment, except if the employee is rehired by the employer within 90 days after separation from that employer and the separation from employment was not due to the employee voluntarily leaving his or her employment, any previously unused paid leave hours available for use by that employee must be reinstated.
- An employee in private employment may use paid leave available for use by that employee as follows:
 - An employer shall allow an employee to use paid leave beginning on the 90th calendar day of his or her employment.
 - An employee may use paid leave available for use by that employee without providing a reason to his or her employer for such use.

For more information contact the Office of the Labor Commissioner
Carson City 775-684-1890 or Las Vegas 702-486-265
Toll Free: 1-800-992-0900 Ext. 4850 Internet: www.labor.nv.gov

- An employee shall, at least 12 hours before using paid leave provided to the employee pursuant to this section, give notice to his or her employer that the employee intends to use the paid leave.
- An employer, and any agent, representative, supervisory employee or other person acting on behalf of or under the authority of the employer, shall not: (a) Deny an employee the right to use the paid leave provided to the employee pursuant to this section; (b) Require an employee to find a replacement worker as a condition of using the paid leave provided to the employee pursuant to this section; or (c) Retaliate or take any adverse action against an employee for using the paid leave provided to the employee pursuant to this section. Such prohibited retaliation includes, without limitation: (1) Discharging or firing the employee; (2) Penalizing the employee in any fashion; and (3) Deducting the paid leave provided to the employee pursuant to this section from the salary or wages of the employee.
- Any paid leave provided to an employee pursuant to this section must not be used in calculating the number of hours for which an employee is entitled to be compensated for overtime.
- This section does not apply to an employer who provides a clinic on the premises of the employer where an employee may receive a vaccination for COVID-19 during the regular hours of work of the employee.
- The Labor Commissioner shall prepare a bulletin which clearly sets forth the benefits created by this section. The Labor Commissioner shall post the bulletin on the Internet website maintained by the Office of Labor Commissioner, if any, and shall require all employers to post the bulletin in a conspicuous location in each workplace maintained by the employer. The bulletin may be included in any printed abstract posted by the employer pursuant to NRS 608.013.
- An employer shall maintain a record of the receipt or accrual and use of paid leave pursuant to this section for each employee for a 1-year period following the entry of such information in the record and, upon request, shall make those records available for inspection by the Labor Commissioner.
- 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 paid leave benefit or paid time off benefit.
- For the first 2 years of operation, an employer is not required to comply with the provisions of this section.
- As used in this section: (a) "COVID-19" means: (1) The novel coronavirus identified as SARS-CoV-2; (2) Any mutation or variant of the novel coronavirus identified as SARS-CoV-2; or (3) A disease or health condition caused by the novel coronavirus identified as SARS-CoV-2. (b) "Employer" means a private employer who has 50 or more employees in private employment in this State.

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

4. An employer shall not deny an employee the right to use paid leave available for use by that employee in accordance with the conditions of this section; require an employee to find a replacement worker as a condition of using paid leave available for use by that employee; or retaliate against an employee for using paid leave available for use by that employee.

F. An employer shall maintain a record of the receipt or accrual and use of paid leave pursuant to this section for each employee for a 1-year period following the entry of such information in the record and, upon request, shall make those records available for inspection by the Labor Commissioner.

G. For the first 2 years of operation, an employer is not required to comply with the provisions of this section.

H. This section does not apply to: (a) An employer who, pursuant to a contract, policy, collective bargaining agreement or other agreement, provides employees with a policy for paid leave or a policy for paid time off for all scheduled employees at a rate of at least 0.01923 hours of paid leave per hour of work performed; and (b) Temporary, seasonal or on-call employees.

Except as otherwise provided in NRS 608.0165, the Labor Commissioner may impose an administrative penalty of not more than \$5,000 for each violation of NRS 608.005 to 608.195 inclusive, in addition to other remedies or penalties as authorized by law.

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

For a copy of the SB 312: <https://www.leg.state.nv.us/App/NEILS/REL/80th2019/Bill/6553/Overview>

**This bulletin is a summary of SB 312. It is for posting and information purposes and should not be considered legal advice. Please refer to SB 312 and NRS section 608 for further details.*

For more information contact the Office of the Labor Commissioner
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Assembly Bill 307

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REQUIRED POSTING – ASSEMBLY BILL 307

Effective July 1, 2022 as set forth in Assembly Bill (AB) 307 passed during the 2021 Legislative Session, Nevada Revised Statutes (NRS) section 232 is hereby amended with a new section as follows:

Assembly Bill 307 – <https://www.leg.state.nv.us/App/NEILS/REL/81st2021/Bill/7811/Text>
Chapter 232 of NRS is hereby amended by adding thereto a new section to read as follows: 1. The Department (Department of Employment, Training and Rehabilitation; DETR) shall prepare one or more notices concerning job training or employment programs conducted by the Department, including, without limitation, the Career Enhancement Program and End-of-Way Business Services Career Hubs 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 January 1, 2024 required reporting:

Employment and Training Programs

Career Enhancement Program (CEP) - https://detr.nv.gov/Page/Career_Enhancement_Program_CEP

EmployerWV Business Career Hubs - <https://employernv.gov>

Employment Services - <https://employernv.gov>

Veterans Employment Services - https://detr.nv.gov/Page/Veteran_Services

Migrant Seasonal Farm Workers (MSFW) - <https://detr.nv.gov/Vosnet/Guest.aspx?action=indus&questtype=IND&wheretogo=LEARNING>

Eligible Training Provider List (ETPL) - <https://www.employernv.gov/vosnet/guest.aspx?questtype=IND&wheretogo=ETPLPROGRAMS>

- Nevadaworks** (northern Nevada) - <http://nevadaworks.com/service-providers/>
- Workforce Connections** (southern Nevada) - <https://www.workforceconnections.org/system-partners/eligible-training-provider-list-etpl/>

Nevada Labor Market Information - <https://nevadalaborforce.com/>

Business Services

Job Order Posting - <https://employernv.gov>

Foreign Labor Certification (FLC) - https://detr.nv.gov/Page/H-2B_Online_Job_Order_Form

Silver State Works (SSW) - <http://employernv.gov/vosnet/gspub/documentview.aspx?enc=Xa98&WQ9fNk1v5n1Qa==>

Rapid Response - https://detr.nv.gov/Page/Employment_Security_Division_Rapid_Response

Work Opportunity Tax Credit (WOTC) - https://detr.nv.gov/Page/Work_Opportunity_Tax_Credit

Other Employment and Training Services

Nevada Employment and Eligibility Assessment Initiative (REAN)/Reemployment Services and Eligibility Assessment Program (RESA) - <https://www.dol.gov/agencies/e-ta/american-job-centers/RESA>

Trade Assistance Act (TAA) - <https://www.dol.gov/agencies/e-ta/tradeact>

Federal Bonding Program - <https://bonds4jobs.com/>

Vocational Rehabilitation - https://detr.nv.gov/Page/Rehabilitation_Division_Bureau_of_Vocational_Rehabilitation

Short-term Training Programs - https://www.employernv.gov/admin/gspub/htmlarea/uploads/Short%20Term%20Training_NV_04142021.pdf

Education and Training - <https://www.employernv.gov/vosnet/Guest.aspx?action=indus&questtype=IND&wheretogo=LEARNING>

Online Learning Resources - <https://www.employernv.gov/vosnet/OnlineLearning/Resourses.aspx>

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

For additional services, resources and program details - register in EmployWV at: <https://www.employernv.gov/vosnet/loginintro.aspx>

Pursuant to the Stevens Amendment (<https://www.gao.gov/products/gao-19-282>), the employment 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. Department of Labor. (Funding expenditures authorized by the Nevada Legislature, 81st Session (2021): Senate Bill (S.B.) 459)

NEVADA SAFETY AND HEALTH PROTECTION ON THE JOB

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

EMPLOYERS: Each employer shall furnish to each of his employees 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: Each employee shall comply with all occupational 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 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.

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 94103.


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.

PROPOSED PENALTY: The Act provides for mandatory penalties against employers of up to \$16,131

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

TWO ways to verify poster compliance!

QR CODE Scan with phone camera: 

OR

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