

NEVADA **Employment Laws**

POSTER COMPLIANCE DATE 08/2018

and unpaid at the time of such discharge shall become due and payable immediately. Department of Business & Industry, Office of the Labor Commissioner Minimum Wage would have regularly been paid or 7 days after he resigns or quits, whichever is earlier OFFICE OF THE LABOR COMMISSIONER 3300 West Sahara Avenue, Suite 225 RIAN SANDOVA Las Vegas, Nevada 89102 **STATE OF NEVADA** OVERNOR PHONE: (702) 486-2650 be counted as hours worked, for which there shall be no deduction from wages. Fax (702) 486-2660 C. J. MANTHE **Department of Business & Industry** IRECTOR OFFICE OF THE LABOR COMMISSIONE **OFFICE OF THE LABOR COMMISSIONE** 1818 COLLEGE PARKWAY, SUITE 102 SHANNON M. CHAMBE www.labor.nv.gov CARSON CITY, NV 89706 LABOR COMMISSIONER PHONE: (775) 684-1890 Fax (775) 687-6409 credited as being any part of or offset against the minimum wage rates. **STATE OF NEVADA** MINIMUM WAGE computed or valued at more than 35 cents for each breakfast actually consumed, 45 cents for each lunch actually consumed, and 70 cents for each dinner actually consumed **2018 ANNUAL BULLETIN** POSTED APRIL 1, 2018 Copies may also be obtained from the Labor Commissioner's Offices at (a) Works more than 40 hours in any scheduled week of work; or (b) Works more than 8 hours in any workday PURSUANT TO ARTICLE 15, SECTION 16(A) OF THE CONSTITUTION OF THE STATE OF NEVADA, THE GOVERNOR HEREBY 1818 COLLEGE PARKWAY, SUITE 102 ANNOUNCES THAT THE FOLLOWING MINIMUM WAGE RATES SHALL APPLY TO ALL EMPLOYEES IN THE STATE OF NEVADA scheduled week of work CARSON CITY, NEVADA 89706 UNLESS OTHERWISE EXEMPTED. THESE RATES ARE EFFECTIVE AS OF JULY 1, 2018. (775) 684-1890 FOR EMPLOYEES TO WHOM QUALIFYING HEALTH BENEFITS HAVE BEEN OFFERED/MADE AVAILABLE BY THE 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. EMPLOYER: 3300 West Sahara Avenue, Suite 225 NO LESS THAN \$7.25 PER HOUR Las Vegas, Nevada 89102 FOR ALL OTHER EMPLOYEES: (702) 486-2650 NO LESS THAN \$8.25 PER HOUR **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. THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY. Department of Business & Industry, Office of the Labor Commissioner **Daily Overtime** IAN SANDOVAL J. MANTHE OFFICE OF THE LABOR COMMISSIONER 3300 West Sahara Avenue, Suite 225 HANNON M. CHAMBERS Las Vegas, Nevada 89102 RIAN SANDOVA r Commissioner **STATE OF NEVADA** PHONE: (702) 486-2650 OVERNOR Fax (702) 486-2660 C. J. MANTHE **Department of Business & Industry** DIRECTOR OFFICE OF THE LABOR COMMISSIONER OFFICE OF THE LABOR COMMISSIONE 1818 COLLEGE PARKWAY, SUITE 102 SHANNON M. CHAMBER www.labor.nv.gov LABOR COMMISSIONER CARSON CITY, NV 89706 PHONE: (775) 684-1890 Fax (775) 687-6409 section as follows: https://www.leg.state.nv.us/Session/79th2017/Bills/AB/AB113_EN.pdf **STATE OF NEVADA** uirements of Assembly Bill 113: DAILY OVERTIME **2018 ANNUAL BULLETIN** he mother of a child under 1 year of age with: POSTED APRIL 1, 2018 FOR ALL OTHER EMPLOYEES: IF THE EMPLOYEE IS PAID LESS THAN \$12.375 PER HOUR MPLOYERS MUST PAY 1-1/2 TIMES AN EMPLOYEE'S REGULAR WAGE RATE WHENEVER AN EMPLOYEE WHO IS PAID LESS others and free from intrusion by others where the employee may express breast milk. THAN 1-1/2 TIMES THE APPLICABLE MINIMUM WAGE RATE WORKS MORE THAN 40 HOURS IN ANY WORKWEEK OR MORE Copies may also be obtained from the Labor Commissioner's Offices at

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 WHICH DAILY OVERTIME MAY BE APPLICABLE. THESE RATES ARE EFFECTIVE AS OF JULY 1, 2018.

FOR EMPLOYEES TO WHOM QUALIFYING HEALTH BENEFITS HAVE BEEN MADE AVAILABLE BY THE EMPLOYER:

IF THE EMPLOYEE IS PAID LESS THAN \$10.875 PER HOUR

1818 College Parkway, Suite 102 CARSON CITY, NEVADA 89706

> 3300 West Sahara Avenue, Suite 225 Las Vegas, Nevada 89102 (702) 486-2650

(775) 684-1890

Department of Business & Industry, Office of the Labor Commissioner **Domestic Violence Bulletin**

BRIAN SANDOVA . J. MANTHE SHANNON M. CHAMBER

LABOR COMMISSIONER

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

PHONE: (702) Fax (702) 48 OFFICE OF THE 1818 COLLEGE CARSON CITY, PHONE: (775) Fax (775) 68

DOMESTIC VIOLENCE BULLETIN leave. Such documentation may include, without limitation, a police report, a copy of an application for an order for protection, an affidavit from an organization which provides services to victims of domestic violence or documentation from a physician. Any documentation provided to an employer pursuant to this subsection is confidential and must be retained by the employer in a manner consistent with the requirements of the Family and Medical Leave Act of 1993, 29 U.S.C. §§ 2601 et seg

1. An employee who has been employed by an employer for at 90 days and who is a victim of an act which constitutes 5. The Labor Commissioner shall prepare a bulletin which clearly sets forth the right to the benefits created by this domestic violence, or whose family or household member is a victim of an act which constitutes domestic violence, and section. The Labor Commissioner shall post the bulletin on the Internet website maintained by the Office of Labor Commissioner, if any, and shall require all employers to post the bulletin in a conspicuous location in each workplace maintained by the employer. The bulletin may be included in any printed abstract posted by the employer pursuant to NRS 608.013.

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

(4) Parent or other adult person who is related within the first degree of consanguinity or affinity to the employee, or

other adult person who is or was actually residing with the employee at the time of the act which constitutes domestic

(c) Prohibit, preempt or discourage any contract or other agreement that provides a more generous leave benefit or

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.

records, unless a request for a record is for the purpose of an investigation. 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"

Exceptions (set forth in subsection 7 of Senate Bill 361):

(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.

(1) Spouse;

(2) Domestic Partner;

The provisions of this section do not

(3) Minor child: or

paid leave benefit.

2. An employee may use the hours of leave pursuant to subsection 1 as follows:

(a) An employee may use the hours of leave only

Requirements of Senate Bill 361:

(a) May be paid or unpaid by the employer

violence occurred;

1993, 29 U.S.C. §§ 2601 et. seq.

Hours of leave provided pursuant to this subsection:

(c) May be used consecutively or intermittently; and

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

Senate Bill 361 approved during the 2017 Legislative Session amends Nevada Revised Statutes (NRS)

the employee is not the alleged perpetrator, is entitled to not more than 160 hours of leave in one 12-month period.

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

(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

section 608 and takes effect January 1, 2018 with the following provisions:

https://www.leg.state.nv.us/Session/79th2017/Bills/SB/SB361_EN.pdf

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

employee or a family or household member of the employee: (4) To establish a safety plan, including, without limitation, any action to increase the safety of the employee or the

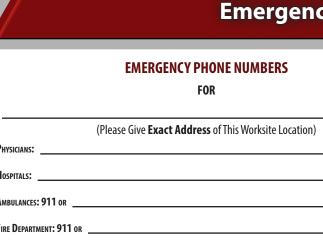
family or household member of the employee from a future act which constitutes domestic violence. (b) After taking any hours of leave upon the occurrence of the action which constitutes domestic violence, an employee shall give not less than 48 hours advance notice to his or her employer of the need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

3. An employer shall not:

(a) Deny an employee the right to use hours of leave in accordance with the conditions of this section;

(b) Require an employee to find a replacement worker as a condition of using hours of leave; or

(c) Retaliate against and employee for using hours of leave. 4. The employer of an employee who takes hours of leave pursuant to this section may require the employee to provide to the employer documentation that confirms or supports the reason the employee provided for requesting



POLICE: 911 OR

OFFICE OF THE LABOR COMMISSIONER 3300 West Sahara Avenue, Su Las Vegas, Ne

Sahara Avenue, Suite 225	
Vevada 89102	
2) 486-2650	
86-2660	
E LABOR COMMISSIONER	
ge Parkway, Suite 102	
, NV 89706	
5) 684-1890	
87-6409	

Department of Business & Industry, Office of the Labor Commissioner Rules to be Observed by Employers

EVERY EMPLOYER SHALL POST AND KEEP CONSPICUOUSLY POSTED IN OR ABOUT THE PREMISES WHEREIN ANY EMPLOYEE IS EMPLOYED THIS ABSTRACT OF THE NEVADA WAGE AND HOUR LAWS (NRS 608) LEASE NOTE: Every person, firm, association or corporation, or any agent, servant, employee or officer of any such firm, association or corporation, violating any of these provisions is guilty of a misdemeanor.

he legislature hereby finds and declares that the health and welfare of workers and the employment of persons in private enterprises in this state are of concern to the state and the health and welfare of persons required to earn their ivings by their own endeavors require certain safequards as to hours of service, working conditions and compensation

Discharge of employee: Whenever an employer discharges an employee, the wages and compensation earned Ouitting employee: Whenever an employee resigns or guits his employment, the wages and compensation earned and unpaid at the time of his resignation or quitting must be paid no later than the day on which he

An employer shall not employ an employee for a continuous period of 8 hours without permitting the employee to have a meal period of at least one-half hour. No period of less than 30 minutes interrupts a continuous period

Every employer shall authorize and permit covered employees to take rest periods, which, insofar as practicable, shall be in the middle of each work period. The duration of the rest periods shall be based on the total hours worked daily at the rate of 10 minutes for each 4 hours or major fraction thereof. Authorized rest periods shall

Effective July 1, 2010 each employer shall pay a wage to each employee of not less than \$7.25 per hour worked if the employer provides health benefits, or \$8.25 per hour if the employer does not provide health benefits. Offering health benefits means making health insurance available to the employee for the employee and the employee's dependents at a total cost to the employee for premiums of not more than 10 percent of the employee's gross taxable income from the employer. Tips or gratuities received by employees shall not be

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 consumed by such employee be

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:

unless by mutual agreement the employee works a scheduled 10 hours per day for 4 calendar days within any An employer shall pay 1 1/2 times an employee's regular wage rate whenever an employee whose wage rate is

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 ½ 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) Employees who are employed in bona fide executive, administrative or professional capacities; (e) Employees covered by collective bargaining agreements which provide otherwise Internet: www.labor.nv.gov

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; (I) Employees of business enterprises having a gross sales volume of less than \$250,000 per year: (m) Any salesman or mechanic primarily engaged in selling or servicing automobiles, trucks or farm equipment; and (n) A mechanic or workman for any hours to which the provisions of subsection 3 or 4 of NRS 338.020 apply. (0) A domestic worker who resides in the household 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.

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; (c) Net cash wage or salary; (d) Total hours employed in the pay period by noting the number of hours per day; (e) Date Wages must be paid semimonthly or more often.

Every employer shall establish and maintain regular paydays and shall post a notice setting forth those regular paydays in 2 conspicuous places. After an employer establishes regular paydays and the place of payment, the employer shall not change a regular payday or the place of payment unless, not fewer than 7 days before the change is made, the employer provides the employees affected by the change with written notice in a manner that is calculated to provide actual notice of the change to each such employee. It is unlawful for any person to take all or part of any tips or gratuities bestowed upon his employees. Nothing

- contained in this section shall be construed to prevent such employees from entering into an agreement to divide such tips or gratuities among themselves
- An employer may not require an employee to rebate, refund or return any part of his or her wage, salary or compensation. Also, an employer may not withhold or deduct any portion of such wages unless it is for the benefit of, and authorized by written order of the employee. Further, it is unlawful for any employer who has the legal authority to decrease the wage, salary or compensation of an employee to implement such a decrease

(a) Not less than 7 days before the employee performs any work at the decreased wage, salary or compensation, the employer provides the employee with written notice of the decrease: or

- (b) The employer complies with the requirements relating to the decrease that are imposed on the employer pursuant to the provisions of any collective bargaining agreement or any contract between the employer and the employee.
- All uniforms or accessories distinctive as to style, color or material shall be furnished, without cost, to employees by their employer. If a uniform or accessory requires a special cleaning process, and cannot be easily laundered by an employee, such employee's employer shall clean such uniform or accessory without cost to such employee

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

REV. 08/03/2018

Department of Business & Industry, Office of the Labor Commissioner Nursing Mother's Accommodation Act

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

STATE OF NEVADA NURSING MOTHER'S ACCOMMODATION ACT

Effective July 1, 2017, as set forth in Assembly Bill 113 approved during the 2017 Legislative Session, evada Revised Statutes (NRS) section 608 governing *Private Employers* is hereby amended with a new

. Except as otherwise provided in subsections 3, 5 and 6 (see below), each employer shall provide an employee who is) Reasonable break time, with or without compensation, for the employee to express breast milk as needed; and b) A place, other than a bathroom, that is reasonably free from dirt or pollution, which is protected from the view of

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

An employer shall not retaliate, or direct or encourage another person to retaliate, against any employee because) Taken break time or used the space provided pursuant to subsection 1 or 3 to express breast milk; or

b) Taken any action to require the employer to comply with the requirements of this section, including, without nitation, filing a complaint, testifying, assisting or participating in any manner in an investigation, proceeding or 3. If an employer determines that complying with the provisions of subsection 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 upon a reasonable alternative. If the parties are not able to reach an agreement, the employer may require the employee to accept a reasonable alternative selected by the employer. 5 An employer who employs fewer than 50 employees is not subject to the requirements of this section if these requirements would impose an undue hardship on the employer, considering the size, financial resources, nature and structure of the business of the employe

6. An employer who is a contractor licensed pursuant to chapter 624 of NRS is not subject to the requirements of this section with regard to an employee who is performing work at a construction jobsite that is located at least 3 miles from the regular place of business of the employer. Pursuant to NRS 608.195 (except as otherwise provided in NRS 608.0165) any person who violates provisions of

NRS 608.005 to 608.195 inclusive is 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. Copies of this notice may also be obtained from the Office of the Labor Commissioner at:

> 3300 W. W Sahara Avenue, Suite 225 OR Las Vegas, Nevada 89102 (702) 486-2650

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

Nevada Statute NRS 608.080 Payday Notice

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

(Company Name)

aring to enforce the provisions of this section.

FOR EMPLOYEES OF:

EGULAR PAYDAYS SHALL BE AS FOLLOWS:

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

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.

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

sing, may file a complaint with the Nevada Equal Rights Commission.

Nevada Equal Rights Commission a division of the Nevada Department of Employment, Training and Rehabilitation 1820 East Sahara Avenue, Suite 314 1325 CORPORATE BLVD., ROOM 115 Las Vegas, NV 89104 RENO, NV 89502 (702) 486-7161 (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

REV. 12/2014

OSHA Enforcement, Division of Industrial Relations Emergency Phone Numbers

EMERGENCY PHONE NUMBERS

PLEASE POST IN A CONSPICUOUS LOCATION, IN ACCORDANCE WITH THE NEVADA OCCUPATIONAL SAFETY AND HEALTH ACT (Nevada Revised Statutes 618,295: 29 (FR 1926,50) Nevada OSHA Enforcement Division of Industrial Relations Nevada Department of Business and Industry

Nevada Safety and Health Protection on the Job

The Nevada Occupational Safety and Health Act, NRS Chapter 618, for failure to correct violations within the proposed time period. Also, any provides job safety and health protection for workers through the promotion of safe and healthful working conditions throughout the penalties of up to \$70,000 for each such violation. 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

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 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

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 \$7,000 for each serious violation and for optional penalties of up to \$7,000 for each nonserious violation. Penalties of up to \$7,000 per day may be proposed

EMPLOYER: THIS NOTICE IS TO BE POS State o Department of Employme EMPLOYMENT S NOTICE TO					
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.	4. Giving job. 5. Failur				
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 	To file a clai				
 Claim Center, as shown below, for full or partial unemployment benefits. Request employment services from the nearest Nevada JobConnect Career Center or find employment information online at <u>www.NevadaJobConnect.com</u>. If you are disabled and require assistance, contact the Nevada JobConnect Career Center prior to your visit to arrange special accommodations. 	To report susp				
 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. 	Nevada Tra • An eq • Auxili • Relay NUCS-4324				
State of Nevada, Office o	f the Labor				

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 esigned 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

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 letector 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. or additional information contact our offices at 702-486-2650 in Las Vegas or 775-684-1890 in Carson City or via Email at mail1@laborcommissioner.com

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

uch cooperative action would initially focus on the identification and elimination of hazards that could cause death, injury, or illness to employees and supervisors.

Southern Nevada

Fax: (702) 486-8714 Northern Nevada 4600 KIETZKE LANE, SUITE F-153 RENO, NEVADA 89502 TELEPHONE: (775) 688-3700

Fax: (775) 688-1378

90 7th Street

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

LAS VEGAS, NEVADA 89102

HONE: (702) 486-2650

OFFICE OF THE LABOR COMMISSIONER

1818 COLLEGE PARKWAY, SUITE 10

Fax (702) 486-2660

CARSON CITY, NV 89706

PHONE: (775) 684-1890

Fax (775) 687-6409

1818 College Parkway, Suite 102 CARSON CITY, NEVADA 89706 (775) 684-1890

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

employer who willfully or repeatedly violates the Act may be assessed

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 \$20,000 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.

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

MORE INFORMATION:

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 following

3360 W. Sahara Avenue, Ste. 200 Las Vegas, Nevada 89102 TELEPHONE: (702) 486-9020

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

SAN FRANCISCO, CA 94103

TELEPHONE: (415) 625-2547

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

REV. 05/2015

NORK PLACE (NRS 612.455)

g & Rehabilitation

VISION

ing misinformation or withholding information about the reason for separation from your ilure to properly report wages.

laim for unemployment benefits call the Telephone Claim Center: In Southern Nevada call (702) 486-0350

In Northern Nevada call (775) 684-0350 In Rural Nevada call toll-free (888) 890-8211

OR File online at http://ui.nv.gov/ spected fraud, go to: https://uifraud.nvdetr.org OR call (775) 684-0475

DFTR da Department of Employment,

JobConnect raining and Rehabilitation

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

REV. 04/2014

Rev. 12/2015

State of Nevada **DEPARTMENT OF BUSINESS & INDUSTRY DIVISION OF INDUSTRIAL RELATIONS** Workers' Compensation Section

ATTENTION

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) f an injury or occupational disease (OD) arises out of and in the course of employment, you must

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

nay select a physician or chiropractor from the Panel of Physicians and Chiropractors. Any **medical**

f your doctor has certified that you are unable to work for a period of at least 5 consecutive days,

pr 5 cumulative days in a 20-day period, or places restrictions on you that your employer does not

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

Nhen your medical condition is stable and there is an indication of a PPD as a result of your injury or

DD, within 30 days, your insurer must arrange for an evaluation by a rating physician or chiropractor

o determine the degree of your PPD. The amount of your PPD award depends on the date of injury,

f you are medically certified by a treating physician or chiropractor as permanently and totally

isabled and have been granted a PTD status by your insurer, you are entitled to receive monthly

enefits not to exceed 66 2/3% of your average monthly wage. The amount of your PTD payments is

ou may be eligible for vocational rehabilitation services if you are unable to return to the job due to

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

fou may be eligible for travel expenses and per diem associated with medical treatment.

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

permanent physical impairment or permanent restrictions as a result of your injury or occupational

accident or OD. Your employer shall maintain a sufficient supply of the forms.

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

accommodate, you may be entitled to TTD compensation

he results of the PPD evaluation and your age and wage.

subject to reduction if you previously received a PPD award.

Fransportation and Per Diem Reimbursement

Claim for Compensation (Form C-4):

emporary Total Disability (TTD):

emporary Partial Disability (TPD):

can only be paid for a maximum of 24 months.

ermanent Partial Disability (PPD):

ermanent Total Disability (PTD):

locational Rehabilitation Services:

leopening

Appeal Process:

Medical Treatment:

provide written notice to your employer as soon as practicable, but no later than 7 days after the 1050 E. WILLIAM STREET, SUITE 400, CARSON CITY, NEVADA 89701, OR

2200 S. RANCHO DRIVE, SUITE 210,

Administration, Appeals Officer. You must file your appeal within 30 days from the date of the

CARSON CITY, NEVADA 89701, OR

representation.

Nevada Attornev for Iniured Workers (NAIW):

charge at an Appeals Officer hearing. NAIW is an independent state agency and is not affiliated with

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, 0

1301 North Green Valley Parkway, Suite 200

HENDERSON, NEVADA 89074,

TELEPHONE (702) 486-9080

For Assistance with Workers' Compensation Issues: You may contact the

OFFICE OF THE GOVERNOR CONSUMER HEALTH ASSISTANCE, 555 E. WASHINGTON AVENUE, SUITE 4800 Las Vegas, Nevada 89101,

TOLL FREE 1-888-333-1597,

Web site: http://govcha.state.nv.us, E-mail cha@govcha.state.nv.us

The information in this publication is derived from Chapters 616A 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:	C ιτγ	State	Zip	TELEPHONE NUMBER:
MCO/Health Care Provider:				Contact Person:
Address:				Telephone Number:
	C ITY	STATE	Zip	

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.

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 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.

Inder the act, an employer may:

equire 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

Nevada Equal Rights Commission

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. **R**оом 115 **RENO, NV 89502 PHONE (775) 823-6690**

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J. J. Keller & Associates, Inc.

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LAS VEGAS, NEVADA 89102. f 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 If you disagree with the Hearing Officer decision, you may appeal to the **Department of** reating physician or chiropractor must, within 3 working days after treatment, complete and mail to he employer, the employer's insurer and third-party administrator, the Claim for Compensation. Hearing Officer decision letter at 1050 E. WILLIAM STREET, SUITE 450, f you require medical treatment for your on-the-job injury or OD, you may be required to select

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

If you disagree with a hearing officer decision, you may request that NAIW represent you without any insurer. For information regarding denial of benefits, you may contact the NAIW at:

