

NEVADA



LABOR LAW POSTINGS

Nevada Labor Law Postings

Thank you for using Paychex! Your order contains the following state posters:

Name of Poster	Poster Code	Posting Requirements	Agency Responsible
Workers' Compensation	LVN02	All employers	Employers Insurance Company of NV
Notice to Employees (Unemployment Insurance)	LVN01	All employers	Employment Security Division
Notice to Employees (Unemployment Insurance) (Spanish)*	LVN13	All employers	Employment Security Division
Wage and Hour Law	LVN03	All employers	Labor Commission
Safety & Health Protection on the Job	LVN04	All employers	Dept of Business & Industry, Industrial Relations Division
Safety & Health Protection on the Job (Spanish)*	LVN05	All employers	Dept of Business & Industry, Industrial Relations Division
Discrimination	LVN06	Required for all employers	Dept of Employment, Equal Rights Commission
Discrimination (Spanish)*	LVN07	Strongly recommended for all employers	Dept of Employment, Equal Rights Commission
Emergency Phone Numbers	LVN08	All employers	Dept of Business & Industry, Industrial Relations Division
Lie Detector Test	LVN09	All employers	Labor Commission
Pay Day Notice**	LVN10	All employers	Labor Commission
Notice to Employees (Tips - Workers' Compensation)	LVN11	Employers who's employees regularly receive tips	Dept of Business & Industry, Industrial Relations Division
No Smoking	LVN12	Required for all employers except those exempted by law	Nevada State Health Division
Minimum Wage Annual Bulletin	LVN14	Recommended for all employers	Labor Commission
Minimum Wage Annual Bulletin (Spanish)*	LVN18	Recommended for all employers	Labor Commission
Daily Overtime Annual Bulletin	LVN15	Recommended for all employers	Labor Commission
Daily Overtime Annual Bulletin (Spanish)*	LVN19	Optional	Labor Commission
Equal Opportunity Is The Law	LVN16	All recipients of Federal Financial Assistance	Dept of Employment, Training & Rehabilitation
Equal Opportunity Is The Law (Spanish)*	LVN17	All recipients of Federal Financial Assistance	Dept of Employment, Training & Rehabilitation
Pregnant Workers' Fairness Poster	LVN20	Required for all employers	Nevada Equal Rights Commission
Pregnant Workers' Fairness Poster (Spanish)*	LVN22	Optional for all employers	Nevada Equal Rights Commission
Domestic Violence Victim's Bulletin	LVN21	Required for all employers	Department of Business & Industry
Domestic Violence Victim's Bulletin (Spanish)	LVN23	Optional for all employers	Department of Business & Industry

*While they are not required, Spanish versions are recommended for employers of Spanish-speaking workers.

** Nevada requires the Pay Day Notice to be posted in at least two conspicuous places.

Printing and Posting Instructions

All files are print ready, according to size requirements from the issuing agency (if any). To ensure compliance, print all posters as provided. Posters requiring different paper size and/or color print are noted below as exceptions. Please note: In some cases, individual posters are set up to print on multiple pages.

- 1.) Print each of the posters listed above on 8.5"x11" paper.
- 2.) For multiple-page posters, we recommend taping the pages together before posting.
- 3.) Review each poster and posting instructions (above) carefully to check for special posting requirements that might apply to your business.
- 4.) Display all applicable posters in a conspicuous area accessible to all employees (such as an employee lounge, break room, or cafeteria).

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

A T T E N T I O N

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.

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.

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 and 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 PPD award.

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 the 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 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: _____ Telephone Number: _____
City State Zip

MCO/Health Care Provider: _____ Contact Person: _____

Address: _____ Telephone Number: _____
City State Zip

D-1 (rev. 6/18)

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

State of Nevada
Department of Employment, Training and 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 JobConnect Career Center or find employment information online at www.NevadaJobConnect.com. If you are disabled and require assistance, contact the Nevada JobConnect Career Center prior to your visit to arrange special accommodations.

To be eligible for unemployment benefits an unemployed person must:

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

Reasons an unemployed person may not be eligible for unemployment benefits are:

1. Separation from employment due to quitting without good cause.
2. Being discharged for misconduct in connection with your work.
3. Refusal of an offer of suitable work without good cause.
4. Giving misinformation or withholding information about the reason for separation from your job.
5. Failure to properly report wages.



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)

To file a claim 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 www.expressclaim.org

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



Estado de Nevada
Departamento de Empleo, Entrenamiento & Rehabilitacion
DIVISION DE SEGURIDAD DE EMPLEO

AVISO A LOS EMPLEADOS

Los empleados de este establecimiento estan protegidos con seguro de desempleo. Este empleador es requerido por ley de contibuir al fondo de compensacion de desempleo del Estado de Nevada. Esta contribusion no es deducida del salario del empleado.

Si eres despedido de tu trabajo o tus horas han sido sustancialmente reducidas, inmediatamente:

- Llena una solicitud para reclamar beneficios de desempleo en linea o llamando al centro mas cercano de reclamos por telefonos de Nevada, como se muestra en la parte inferior, para beneficios de desempleo completos o parciales.
- Solicita servicios de empleo del Centro de Carreras y Trabajos en la oficina del Nevada Job Connect mas cercano o busca información sobre empleos en linea www.NevadaJobConnect.com. Si estes deshabilitado y requieres asistencia, comunícate con el Centro de Carreras y Trabajos en la oficina del Nevada Job Connect con anticipación para arreglar servicios de acomodamiento..

Para ser elegible para beneficios de desempleo la persona desempleada tiene que:

1. No ser responsable de tu propio desempleo y cumplir con todo los requisitos de ley relacionados con beneficios de desempleo.
2. Llenar tu solicitud en linea o con el centro de reclamos por telefono de Nevada.
3. Estar fisicamente en condiciones de trabajar.
4. Estar disponible para aceptar una oferta de trabajo satisfactoria si es ofrecida.
5. Hacer un esfuerzo sincero y razonable de encontrar trabajo.

Razones por la que una persona desempleado no seria elegible para beneficios son:

1. Separacion del trabajo debido a renuncia no justificada.
2. Ser despedido por conducta inapropiada en conexión con el trabajo.
3. Rechazar una oferta de trabajo satisfactoria sin un motivo válido.
4. Dar informacion erronea o retener informacion relacionada con la separacion del trabajo.
5. No reportar apropiadamente salarios adquiridos



- Programa/Empleadores una oportunidad de igualdad
- Hay asistencia auxiliar disponible a peticion de individuos con discapacidades
- Transmision de voz 711 o (800) 326-6868

Para hacer reclamos de beneficios de desempleo
llamar al Centro de Reclamos Telefonicos:
En el Sur de Nevada llamar (702) 486-0350
En el Norte de Nevada llamar (775) 684-0350
En areas Rurales de Nevada llamar gratis (888) 890-8211
O Procesar reclamos en linea www.expressclaim.org

Para reportar una sospecha de fraude,
visite: <https://uifraud.nvdetr.org>
O llame al (775) 684 0475



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)

PLEASE 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.

The 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 livings by their own endeavors require certain safeguards as to hours of service, working conditions and compensation therefor.

1. Discharge of employee: Whenever an employer discharges an employee, the wages and compensation earned and unpaid at the time of such discharge shall become due and payable immediately.
2. Quitting employee: Whenever an employee resigns or quits his employment, the wages and compensation earned and unpaid at the time of his resignation or quitting must be paid no later than the day on which he would have regularly been paid or 7 days after he resigns or quits, whichever is earlier.
3. 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 of work.
4. 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 be counted as hours worked, for which there shall be no deduction from wages.
5. 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 credited as being any part of or offset against the minimum wage rates.
6. 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 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.
7. 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 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 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 for any hours to which the provisions of subsection 3 or 4 of NRS 338.020 apply.

8. 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 of payment.

9. Wages must be paid semimonthly or more often.

10. 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.

11. 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.

12. 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 unless:

(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.

13. 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 Vegas 702-486-2650

TOLL FREE: 1-800-992-0900 Ext. 4850

Internet: www.labor.nv.gov

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

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 for failure to correct violations within the proposed time period. Also, any employer who willfully or repeatedly violates the Act may be assessed penalties of up to \$70,000 for each such violation.

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.

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.

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.

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

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 locations:

Southern Nevada

3360 W. Sahara Avenue, Ste. 200
Las Vegas, Nevada 89102
Telephone: (702) 486-9020
Fax: (702) 486-8714

Northern Nevada

4600 Kietzke Lane, Suite F-153
Reno, Nevada 89502
Telephone: (775) 688-3700
Fax: (775) 688-1378

NOTE:

Persons wishing to register a complaint alleging inadequacy in the administration of the Nevada Occupational Safety and Health Plan may do so at the following address:

OSHA, U.S. Department of Labor
90 7th Street
Suite 18100
San Francisco, CA 94103
Telephone: (415) 625-2547

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

NEVADA SEGURIDAD Y PROTECCIÓN DE LA SALUD EN EL TRABAJO

La ley laboral y de salud de Nevada, Capítulo NRS 618, provee protección a la seguridad y salud laboral para empleados por medio de la promoción de condiciones laborales seguras y saludables para todo el Estado de Nevada. Los requisitos de la ley incluyen lo siguiente:

EMPRESARIOS/PATRONES

Cada patrón deberá proporcionar a cada uno de sus empleados trabajo y un lugar laboral libre de riesgos reconocidos que causan o pueden causar la muerte o daños físicamente serios a sus empleados; y deberá cumplir con todas las normas ocupacionales de seguridad y salud adoptadas bajo la ley.

EMPLEADOS

Cada empleado deberá cumplir con todas las normas ocupacionales de seguridad y regulaciones de salud dadas bajo la ley que se aplican a sus propias acciones y conducta en el trabajo.

La Administración de Seguridad y Salud Ocupacional de Nevada (Nevada OSHA) de la División de Relaciones Industriales, en el Departamento de Negocios e Industria, tiene la responsabilidad principal de administrar la ley. Nevada OSHA aplica los estatutos de seguridad laboral y salud, y sus representantes de seguridad y salud/Higienistas Industriales llevan a cabo inspecciones del lugar laboral para asegurar el cumplimiento de la ley.

INSPECCIÓN

La ley requiere que un representante del empresario y un representante autorizado por los empleados se les de la oportunidad de acompañar al inspector de Nevada OSHA con el propósito de asistir en la inspección.

En donde no hay un representante autorizado por los empleados, el representante de seguridad y salud de Nevada OSHA/Higienista Industrial debe de consultar con un número razonable de empleados con respecto a las condiciones de seguridad y salud en el lugar de trabajo.

PENA PROPUESTA/MULTAS

La ley establece multas obligatorias en contra de empresarios hasta de \$7,000 por cada violación seria y por multas discrecionales de hasta \$7,000 por cada violación menor. Multas de hasta \$7,000 por día se pueden proponer por no corregir las violaciones en el periodo del tiempo propuesto. También, cualquier empresario que intencionalmente o repetidamente viola la ley puede tener multas de hasta \$70,000 por cada violación.

La ley también provee penas criminales. Cualquier violación intencional que resultara en la muerte de un empleado, después de ser convicto, será castigado con una multa de hasta \$20,000 o con encarcelamiento hasta seis meses o tal vez ambos. Después de la primera convicción de una empresa, la siguiente convicción dobla éstas penas máximas. Las penas pueden ser propuestas por empresarios públicos.

ACTIVIDAD VOLUNTARIA

Aunque la ley impone violaciones, también alienta los esfuerzos del sindicato y empresarios, para reducir lesiones y enfermedades causadas por el empleo antes de una inspección conducida por el Departamento de Nevada OSHA.

La Administración de Seguridad y Salud Ocupacional de Nevada de la División de Relaciones Industriales, del Departamento de Negocios e Industria, anima a los empresarios y empleados a reducir voluntariamente los riesgos de trabajo, a desarrollar y mejorar programas de seguridad y salud en todos los lugares de trabajo e industrias.

DENUNCIA/QUEJA

Empleados, públicos, privados, o sus representantes tienen el derecho de presentar una denuncia en la oficina de Nevada OSHA más cercana y solicitar una inspección si creen que hay condiciones inseguras o insalubres en su lugar de trabajo. Los nombres de los empleados que presenten la denuncia se mantendrán confidenciales por Nevada OSHA.

La ley provee que no se puede despedir o discriminar en ninguna forma a los empleados que presenten quejas de seguridad y salud o de otra manera por ejercer sus derechos bajo la ley.

El empleado, público o privado, quien crea que se le ha discriminado puede presentar una queja dentro de treinta (30) días de la presunta discriminación en la oficina más cercana del Nevada OSHA o con la Administración de Salud Laboral y Salud del departamento del Trabajo de Estados Unidos en 90 7th Street, Suite 18100, San Francisco, CA 94103.

SANCIÓN

Si después de la inspección Nevada OSHA determina que un empresario ha violado la ley, el empresario recibirá una sanción describiendo las presuntas violaciones. Cada sanción especificará un periodo de tiempo en la cual la violación debe ser corregida.

La sanción de Nevada OSHA se deberá de exhibir en o cerca del lugar de la supuesta violación por tres días o hasta que se corrija, cualquiera que tome más tiempo, a fin de advertir a los empleados de peligros que puedan existir ahí.

Semejante acción de cooperación será enfocada en la identificación y eliminación de peligros que podrían causar muerte, lesiones, o enfermedades a empleados y supervisores.

Nevada OSHA les proporcionará más información y asistencia a empleados y empresarios cuando lo soliciten.

MÁS INFORMACIÓN

Puede obtener más información y copias de la ley, estatutos específicos de seguridad y salud de Nevada OSHA, y otras normas aplicadas llamando o escribiendo a una de las oficinas del distrito de Nevada OSHA más cercana ubicadas en las siguientes localidades:

Sur de Nevada

3360 W. Sahara Avenue, Ste. 200
Las Vegas, Nevada 89102
Telephone: (702) 486-9020
Fax: (702) 486-8714

Norte de Nevada

4600 Kietzke Lane, Suite F-153
Reno Nevada 89502
Teléfono: 775-688-3700
Fax: 775-688-1378

NOTA

Las personas que deseen levantar una denuncia en contra de una supuesta insuficiencia en la administración del Plan de Seguridad Ocupacional y Salud en Nevada lo pueden hacer a la siguiente dirección:

OSHA, U.S. Department of Labor
90 7th Street
Suite 18100
San Francisco, CA 94103
Teléfono: (415) 625-2547

EMPRESARIO/PATRONES: Este poster se debe poner en un lugar prominente en el lugar de labores.



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



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.

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 12.14



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



Nevada Equal Rights Commission

LA LEY DE NEVADA PROHIBE LA DISCRIMINACION

- Los empleadores no pueden discriminar por motivos de raza, color, origen nacional, edad (40+), sexo (incluyendo el embarazo), religión, discapacidad, orientación sexual, información genética, o identidad de género y/o expresión.
- Negocios ofreciendo servicios al público no pueden discriminar por motivos de raza, color, origen nacional, sexo, religión, orientación sexual, o identidad de género y/o expresión.
- Discriminación de vivienda esta prohíbo por motivos de raza, color, origen nacional, religión, discapacidad, ascendencia, estado de familia, orientación sexual, o identidad de género y/o expresión.

Personas que creen que han sido discriminados en su empleo, acomodación pública o vivienda, pueden archivar una queja con La Comisión de Igualdad de Derechos de Nevada.

Un empleador/ programa de igualdad de oportunidades.
Ayuda y servicios auxiliares están disponibles a las personas con discapacidades.

Relay 711 or 800.326.6868

www.nvdetr.org

Rev 12.14

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

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(3&4) prohibit an employer from taking adverse action against any employee or prospective employee based on the results of any lie detector test or refusal to take any lie 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 mail1@laborcommissioner.com

PAY DAY NOTICE

REGULAR PAY DAYS FOR EMPLOYEES OF _____
(FIRM NAME)

_____ SHALL BE AS FOLLOWS:

PAY CHECKS WILL BE DISTRIBUTED AT _____
(PLACE OF DISTRIBUTION)

THIS IS IN ACCORDANCE WITH NEVADA STATUTE NRS 608.080

PLEASE POST

PAY DAY NOTICE

REGULAR PAY DAYS FOR EMPLOYEES OF _____
(FIRM NAME)

_____ SHALL BE AS FOLLOWS:

PAY CHECKS WILL BE DISTRIBUTED AT _____
(PLACE OF DISTRIBUTION)

THIS IS IN ACCORDANCE WITH NEVADA STATUTE NRS 608.080

PLEASE POST

NOTICE TO EMPLOYEES

Pursuant to: **NRS 616B.227 Election by employee to report his tips; effect; regulation.**

1. For the purpose of workers' compensation, an employee may elect to report the amount he receives as tips for the purpose of the calculation of compensation by submitting to his employer an Employee's Declaration of Election of Report Tips (form D-23). The employee must make his election separately for each pay period before the end of the next pay period. The declaration may not be amended.
2. Upon receipt of such notice the employer shall:
 - (a.) Make a copy of each report which the employee has filed with the employer to report the amount of his tips to the United States Internal Revenue Service or Employee's Declaration of Election to Report Tips;
 - (b.) Submit the copy to its workers' compensation insurer upon request, or if the employer is self-insured or an association of self-insured public or private employers, retain the copy for his records; and
 - (c.) If he is not self-insured, pay the insurer the premiums for the reported tips at the same rate as he pays on regular wages.
3. An employee who elects to report his tips is not eligible to receive increased compensation based on those tips until 3 months after his employer receives the Employee's Declaration of Election to Report Tips. For the purpose of workers' compensation, tips may be reported pursuant to 26 U.S.C. §6053(a) or on form D-23. The form for reporting tips D-23 can be obtained from your personnel office.

If the forms are not available, contact your employer or the Internal Revenue Service.



STEVE SISOLAK
Governor

MICHAEL J. BROWN
Director

SHANNON CHAMBERS
Labor Commissioner

STATE OF NEVADA



OFFICE OF THE LABOR COMMISSIONER
3300 WEST SAHARA AVENUE, SUITE 225
LAS VEGAS, NEVADA 89102
PHONE: (702) 486-2650
FAX: (702) 486-2660

OFFICE OF THE LABOR COMMISSIONER
1818 COLLEGE PARKWAY, SUITE 102
CARSON CITY, NEVADA 89706
PHONE: (775) 684-1890
FAX: (775) 687-6409

Department of Business & Industry
OFFICE OF THE LABOR COMMISSIONER

www.labor.nv.gov

STATE OF NEVADA MINIMUM WAGE 2019 ANNUAL BULLETIN POSTED APRIL 1, 2019

PURSUANT TO ARTICLE 15, SECTION 16(A) OF THE CONSTITUTION OF THE STATE OF NEVADA, THE GOVERNOR HEREBY ANNOUNCES THAT 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, 2019.

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

NO LESS THAN \$7.25 PER HOUR

FOR ALL OTHER EMPLOYEES:

NO LESS THAN \$8.25 PER HOUR

Copies may also be obtained from the Labor Commissioner's Offices at

1818 East College Parkway, Suite 102
Carson City, Nevada 89706
(775) 684-1890

or

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

STEVE SISOLAK
Governor

MICHAEL J. BROWN
Director

SHANNON M. CHAMBERS
Labor Commissioner

STATE OF NEVADA



OFFICE OF THE LABOR COMMISSIONER
3300 WEST SAHARA AVENUE, SUITE 225
LAS VEGAS, NEVADA 89102
PHONE: (702) 486-2650
FAX: (702) 486-2660

OFFICE OF THE LABOR COMMISSIONER
1818 COLLEGE PARKWAY, SUITE 102
CARSON CITY, NEVADA 89706
PHONE: (775) 684-1890
FAX: (775) 687-6409

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

ESTADO DE NEVADA SALARIO MÍNIMO 2019 BOLETÍN ANUAL PUBLICADO EL 01 DE ABRIL del 2019

DE ACUERDO CON EL ARTÍCULO 15, SECCIÓN 16 (A) DE LA CONSTITUCIÓN DEL ESTADO DE NEVADA, EL GOBERNADOR POR ESTE MEDIO ANUNCIA QUE LOS SIGUIENTES SUELDOS MÍNIMOS SE APLICARÁN A TODOS LOS EMPLEADOS DEL ESTADO DE NEVADA AL MENOS QUE ESTÉN EXCEPTOS. ESTAS TASAS SERÁN EFECTIVOS A PARTIR DEL 01 DE JULIO DEL 2019.

PARA EMPLEADOS QUE SE LES HAN OFRECIDO/HECHO DISPONIBLE BENEFICIOS MÉDICOS CALIFICADOS POR EL EMPLEADOR:

NO MENOS DE \$7.25 POR HORA

PARA LOS DEMÁS EMPLEADOS

NO MENOS DE \$8.25 POR HORA

Copias de este boletín se pueden obtener en las oficinas del Comisionado del Trabajo en

1818 East College Parkway, Suite 102
Carson City, Nevada 89706
(775) 684-1890

o

3300 W. Sahara Ave, Suite 225
Las Vegas, NV 89102
(702) 486-2650

STEVE SISOLAK
Governor

MICHAEL J. BROWN
Director

SHANNON M. CHAMBERS
Labor Commissioner

STATE OF NEVADA



OFFICE OF THE LABOR COMMISSIONER
3300 WEST SAHARA AVENUE, SUITE 225
LAS VEGAS, NEVADA 89102
PHONE: (702) 486-2650
FAX: (702) 486-2660

OFFICE OF THE LABOR COMMISSIONER
1818 COLLEGE PARKWAY, SUITE 102
CARSON CITY, NEVADA 89706
PHONE: (775) 684-1890
FAX: (775) 687-6409

Department of Business & Industry
OFFICE OF THE LABOR COMMISSIONER

www.labor.nv.gov

STATE OF NEVADA DAILY OVERTIME 2019 ANNUAL BULLETIN POSTED APRIL 1, 2019

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 WHICH DAILY OVERTIME MAY BE APPLICABLE. THESE RATES ARE EFFECTIVE AS OF JULY 1, 2019.

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

FOR ALL OTHER EMPLOYEES:

IF THE EMPLOYEE IS PAID LESS THAN \$12.375 PER HOUR

Copies may also be obtained from the Labor Commissioner's Offices at

1818 East College Parkway, Suite 102
Carson City, Nevada 89706
(775) 684-1890

or

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

STEVE SISOLAK
Governor

MICHAEL J. BROWN
Director

SHANNON M. CHAMBERS
Labor Commissioner

STATE OF NEVADA



OFFICE OF THE LABOR COMMISSIONER
3300 WEST SAHARA AVENUE, SUITE 225
LAS VEGAS, NEVADA 89102
PHONE: (702) 486-2650
FAX: (702) 486-2660

OFFICE OF THE LABOR COMMISSIONER
1818 COLLEGE PARKWAY, SUITE 102
CARSON CITY, NEVADA 89706
PHONE: (775) 684-1890
FAX: (775) 687-6409

Department of Business & Industry
OFFICE OF THE LABOR COMMISSIONER

www.labor.nv.gov

**ESTADO DE NEVADA
TIEMPO EXTRA DIARIO
2019 BOLETÍN ANUAL
PUBLICADO 01 DE ABRIL DEL 2019**

EMPLEADORES PAGARAN A 1-1/2 MAS DEL SUELDO REGULAR CUANDO EL EMPLEADO ES PAGADO MENOS DE 1-1/2 DEL SUELDO MINIMO APLICABLE Y TRABAJA MAS DE 40 HORAS EN UNA SEMANA DE TRABAJO O MAS DE 8 HORAS EN UN DIA DE TRABAJO, A MENOS QUE SEAN EXCEPTOS. EMPLEADORES DEBEN HACER REFERENCIA A NRS 608.018 PARA MÁS DETALLES SOBRE REQUISITOS DE HORAS EXTRAS.

LAS SIGUIENTES SON LAS CANTIDADES DE TASAS DE SUELDO DEBAJO POR LAS CUALES EL TIEMPO EXTRA DIARIO PODRA SER APLICABLE. ESTAS TASAS TOMARAN EFECTO A PARTIR DEL 01 DE JULIO DEL 2019.

PARA EMPLEADOS QUE SE LES HAN OFRECIDO BENEFICIOS MEDICOS CALIFICADOS POR EL EMPLEADOR:

SI EL EMPLEADO GANA MENOS DE \$10.875 POR HORAA

PARA LOS DEMAS EMPLEADOS

SI EL EMPLEADO GANA MENOS DE \$12.375 POR HORA

Copias de este boletín se pueden obtener en las oficinas del Comisionado del Trabajo en
1818 East College Parkway, Suite 102
Carson City, Nevada 89706
(775) 684-1890

O

3300 W. Sahara Ave, Suite 225
Las Vegas, NV 89102
(702) 486-2650

EQUAL OPPORTUNITY IS THE LAW

It is against the law for this recipient of Federal financial assistance to discriminate on the following bases: against any individual in the United States, on the basis of race, color, religion, sex (including pregnancy, childbirth, and related medical conditions, sex stereotyping, transgender status, and gender identity), national origin (including limited English proficiency), age, disability, or political affiliation or belief, or, against any beneficiary of, applicant to, or participant in programs financially assisted under Title I of the Workforce Innovation and Opportunity Act, on the basis of the individual's citizenship status or participation in any WIOA Title I-financially assisted program or activity.

The recipient must not discriminate in any of the following areas: deciding who will be admitted, or have access, to any WIOA Title I-financially assisted program or activity; providing opportunities in, or treating any person with regard to, such a program or activity; or making employment decisions in the administration of, or in connection with, such a program or activity.



Recipients of federal financial assistance must take reasonable steps to ensure that communications with individuals with disabilities are as effective as communications with others. This means that, upon request and at no cost to the individual, recipients are required to provide appropriate auxiliary aids and services to qualified individuals with disabilities.

WHAT TO DO IF YOU BELIEVE YOU HAVE EXPERIENCED DISCRIMINATION?

If you think that you have been subjected to discrimination under a WIOA Title I-financially assisted program or activity, you may file a complaint within 180 days from the date of the alleged violation with either: the recipient's Equal Opportunity Officer (or the person whom the recipient has designated for this purpose).

Donna Romo
Equal Employment Opportunity Officer
2800 E. St. Louis Ave.,
Las Vegas, NV 89104
T: 702-486-6511 F: 702-486-0159

OR

Director, Civil Rights Center (CRC)
U.S. Department of Labor
200 Constitution Avenue NW
Room N-4123,
Washington, DC 20210
or electronically as directed
on the CRC website at www.dol.gov/crc.

An equal opportunity employer/program
Auxiliary aids and services available upon
request for individuals with disabilities
TTY (775) 687-5353 Relay 711 or (800) 326-6868

If you file your complaint with the recipient, you must wait either until the recipient issues a written Notice of Final Action, or until 90 days have passed (whichever is sooner), before filing with the Civil Rights Center (see address above). If the recipient does not give you a written Notice of Final Action within 90 days of the day on which you filed your complaint, you may file a complaint with CRC before receiving that Notice. However, you must file your CRC complaint within 30 days of the 90-day deadline (in other words, within 120 days after the day on which you filed your complaint with the recipient). If the recipient does give you a written Notice of Final Action on your complaint, but you are dissatisfied with the decision or resolution, you may file a complaint with CRC. You must file your CRC complaint within 30 days of the date on which you received the Notice of Final Action.

LA IGUALDAD DE OPORTUNIDAD ES LA LEY

La ley prohíbe que este beneficiario de asistencia financiera federal discrimine por los siguientes motivos: contra cualquier individuo en los Estados Unidos por su raza, color, religión, sexo (incluyendo el embarazo, el parto y las condiciones médicas relacionadas, y los estereotipos sexuales, el estatus transgénero y la identidad de género), origen nacional (incluyendo el dominio limitado del inglés), edad, discapacidad, afiliación o creencia política, o contra cualquier beneficiario, solicitante de trabajo o participante en programas de capacitación que reciben apoyo financiero bajo el Título I de la ley de Inversión y Oportunidad en la Fuerza Laboral (WIOA, por sus siglas en inglés), debido a su ciudadanía, o por su participación en un programa o actividad que recibe asistencia financiera bajo el Título I de WIOA.

El beneficiario no deberá discriminar en los siguientes áreas: decidiendo quién será permitido de participar, o tendrá acceso a cualquier programa o actividad que recibe apoyo financiero bajo el Título I de WIOA; proporcionando oportunidades en, o tratar a cualquier persona con respecto a un programa o actividad semejante; o tomar decisiones de empleo en la administración de, o en conexión a un programa o actividad semejante.



Los beneficiarios de asistencia financiera federal deben tomar medidas razonables para garantizar que las comunicaciones con las personas con discapacidades sean tan efectivas como las comunicaciones con los demás. Esto significa que, a petición y sin costo alguno para el individuo, los recipientes están obligados a proporcionar ayuda auxiliar y servicios para individuos con discapacidades calificados.

QUE DEBE HACER SI CREE QUE HA SIDO DISCRIMINADO

Si usted piensa que ha sido discriminado en un programa o actividad que recibe apoyo financiero bajo el Título I de WIOA, usted puede presentar una queja no más de 180 días después de la fecha en que ocurrió la presunta violación, ya sea con: El oficial de igualdad de oportunidad del recipiente (o la persona que el recipiente haya designado para este propósito);

Donna Romo
Equal Employment Opportunity Officer
2800 E. St. Louis Ave.,
Las Vegas, NV 89104
T: 702-486-6511 F: 702-486-0159

OR

Director, Civil Rights Center (CRC)
U.S. Department of Labor
200 Constitution Avenue NW
Room N-4123,
Washington, DC 20210
or electronically as directed
o electrónicamente
como indica el sitio web del
www.dol.gov/crc.

Si usted presenta una queja con el recipiente, usted debe esperar hasta que el recipiente emita una decisión final escrita o que pasen por lo menos 90 días (lo que ocurra primero), antes de presentar una queja con el Centro de Derechos Civiles (CRC, por sus siglas en inglés) a la dirección mencionada previamente. Si el beneficiario no le entrega una decisión final escrita dentro de 90 días después de la fecha en que presento su queja, usted puede presentar su queja con el CRC antes que reciba la decisión final. Sin embargo, es necesario presentar su queja con el CRC dentro de 30 días después de la fecha límite de 90 días (en otras palabras, dentro de 120 días después de la fecha en que presento la queja con el recipiente). Si el recipiente emite una decisión final escrita, pero usted no está satisfecho con el resultado o resolución, usted puede presentar una queja con el CRC. Usted debe presentar su queja con el CRC dentro de 30 días después de que reciba la decisión final escrita.

Un Patron/Programa de la Oportunidad de Igualdad
Ayuda y servicios disponible para individuos
con incapacidades por petición
TTY (800) 326-6868 or Nevada Relay 711

NEVADA 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, or 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.**



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

LEY DE EQUIDAD DE TRABAJADORAS EMBARAZADAS DE NEVADA



De acuerdo a Estatuto Revisado de Nevada 613.335 y las secciones 2 a 8, incluido, de la Ley De Equidad De Trabajadoras Embarazadas De Nevada (a partir del 1 de octubre de 2017) las empleadas tienen el derecho de estar libres de prácticas discriminatorias o ilegales basadas en el embarazo, el parto, o una condición médica relacionada.

BAJO LA LEY, ES ILEGAL QUE LOS EMPLEADORES:

- Nieguen una acomodación razonable a las empleadas y a las solicitantes, a petición, para una condición relacionada con el embarazo, el parto, o una condición médica relacionada, a menos que una acomodación impondría una dificultad excesiva en el negocio del empleador.
- Tomar acciones adversas de empleo contra una empleada porque solicito o utiliza una acomodación razonable.
- Nieguen una oportunidad de empleo a una empleada o solicitante calificada basada en la necesidad de una acomodación razonable.
- Requieren que una empleada o solicitante acepte una acomodación que la empleada o solicitante no solicitó o eligió no aceptar o tomar una ausencia del empleo si hay una acomodación disponible.

BAJO LA LEY, UN EMPLEADOR PUEDE:

Requerir que la empleada someta una certificación médica escrita del médico de la empleada comprobando la necesidad de una acomodación debido al embarazo, el parto, o condiciones médicas relacionadas, y la acomodación específica recomendada por el médico.

PARA MAS INFORMACIÓN SOBRE LA LEY, CONTACTE LA COMISIÓN DE IGUALDAD DE DERECHOS DE NEVADA.



www.nvdetr.org

Un empleador/programa de igualdad de oportunidades.
Ayudas auxiliares y servicios están disponibles a petición
para las personas con discapacidades.
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



**Department of Business & Industry
OFFICE OF THE LABOR COMMISSIONER**

www.labor.nv.gov

OFFICE OF THE
LABOR COMMISSIONER
3300 WEST SAHARA AVENUE,
SUITE 225
LAS VEGAS, NEVADA 89102
PHONE: (702) 486-2650
FAX (702) 486-2660

OFFICE OF THE LABOR
COMMISSIONER
1818 COLLEGE PARKWAY,
SUITE 102
CARSON CITY, NV 89706
PHONE: (775) 684-1890
FAX (775) 687-6409

DOMESTIC VIOLENCE BULLETIN

EFFECTIVE January 1, 2018

NRS 608.0198

1. An employee who has been employed by an employer for at 90 days and who is a victim of an act which constitutes domestic violence, or whose family or household member is a victim of an act which constitutes domestic violence, and the employee is not the alleged perpetrator, is entitled to not more than 160 hours of leave in one 12-month period. Hours of leave provided pursuant to this subsection:

- (a) May be paid or unpaid by the employer;
- (b) Must be used within the 12 months immediately following the date on which the act which constitutes domestic violence occurred;
- (c) May be used consecutively or intermittently; and
- (d) If used for a reason for which leave may also be taken pursuant to the Family and Medical Leave Act of 1193, 29 U.S.C. §§ 2601 et seq., must be deducted from the amount of leave the employee is entitled to take pursuant to this section and from the amount of leave the employee is entitled to take pursuant to the Family and Medical Leave Act of 1993, 29 U.S.C. § 2601 et. seq.

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

- (a) An employee may use the hours of leave only:
 - (1) For the diagnosis, care or treatment of a health condition related to an act which constitutes domestic violence committed against the employee or a family or household member of the employee;
 - (2) To obtain counseling or assistance related to an action which constitutes domestic violence committed against the employee or a family or household member of the employee;
 - (3) To participate in court proceedings related to an act which constitutes domestic violence committed against the employee or a family or household member of the employee;
 - (4) To establish a safety plan, including, without limitation, any action to increase the safety of the employee or the family or household member of the employee from a future act which constitutes domestic violence.
- (b) After taking any hours of leave upon the occurrence of the action which constitutes domestic violence, an employee shall give not less than 48 hours advance notice to his or her employer of the need to use additional hours of leave for any purpose listed in paragraph (a).

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

7. The provisions of this section do not:

- (a) Limit or abridge any other rights, remedies or procedures available under the law.
- (b) Negate any other rights, remedies or procedures available to an aggrieved party.
- (c) Prohibit, preempt or discourage any contract or other agreement that provides a more generous leave benefit or paid leave benefit.

8. As used in this section:

- (a) "Domestic violence" has the meaning ascribed to it in NRS 33.018.
- (b) "Family or household member" means a
 - (1) Spouse;
 - (2) Domestic Partner;
 - (3) Minor child; or
 - (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 violence.

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.



**Department of Business & Industry
OFFICE OF THE LABOR COMMISSIONER**

www.labor.nv.gov

OFFICE OF THE
LABOR COMMISSIONER
3300 WEST SAHARA AVENUE,
SUITE 225
LAS VEGAS, NEVADA 89102
PHONE: (702) 486-2650
FAX (702) 486-2660

OFFICE OF THE LABOR
COMMISSIONER
1818 COLLEGE PARKWAY,
SUITE 102
CARSON CITY, NV 89706
PHONE: (775) 684-1890
FAX (775) 687-6409

BOLETIN DE VÍCTIMAS DE VIOLENCIA DOMÉSTICA

EFFECTIVA January 1, 2018

NRS 608.198

1. Un empleado que ha estado empleado por un empleador durante 90 días y que es víctima de un acto que constituye violencia doméstica, o cuya familia o miembro del hogar es víctima de un acto que constituye violencia doméstica y el empleado no es el presunto autor, tiene derecho a no más (un máximo) de 160 horas de licencia en un período de 12 meses. Horas de licencia proporcionadas de acuerdo con esta subsección:

- (a) Puede ser pagado o no pagado por el empleador;
- (b) Deberá utilizarse dentro de los 12 meses inmediatamente posteriores a la fecha en que ocurrió el acto que constituye violencia doméstica;
- (c) Puede utilizarse de forma consecutiva o intermitente; y

(d) Si se usa por una razón por la cual también se puede tomar licencia de acuerdo con la Ley de Licencia Familiar y Médica de 1193, 29 U.S.C. §§ 2601 y ss., Debe ser deducido de la cantidad de licencia que el empleado tiene derecho a tomar conforme con esta sección y de la cantidad de licencia que el empleado tiene derecho a tomar de acuerdo con la Ley de Licencia Familiar y Médica de 1993, 29 U.S.C. §§ 2601 et. Seq.

2. El empleado puede usar las horas de licencia de acuerdo con la subsección 1 de la siguiente manera:

- (a) Un empleado solo puede usar las horas de licencia:

- (1) Para el diagnóstico, cuidado o tratamiento de un estado de salud relacionado con un acto que constituye violencia doméstica cometida contra el empleado, un familiar o miembro del hogar del empleado;
- (2) Obtener consejería o asistencia relacionada con una acción que constituya violencia doméstica cometida contra el empleado o un familiar o miembro del hogar del empleado;
- (3) Participar en procesos judiciales relacionados con un acto que constituya violencia doméstica cometida contra el empleado o un familiar o miembro del hogar del empleado;
- (4) Establecer un plan de seguridad, incluyendo, sin limitación, a cualquier acción para aumentar la seguridad del empleado, la familia o miembro del hogar del empleado de un acto futuro que constituye violencia doméstica.

(b) Después de tomar cualquier hora de ausencia al ocurrir la acción que constituye violencia doméstica, el empleado debe notificar con menos de 48 horas de anticipación a su empleador la necesidad de usar horas adicionales de licencia para cualquier propósito enlistado en párrafo (a).

3. El empleador no deberá:

- (a) Negar a un empleado el derecho de usar las horas de licencia de acuerdo con las condiciones de esta sección;
- (b) Requerir que un empleado encuentre un trabajador de reemplazo como una condición para usar las horas de licencia; o
- (c) Tomar represalias contra el empleado por usar las horas de licencia.

4. El empleador de un empleado que toma horas de licencia conforme a esta sección puede requerir que el empleado proporcione al empleador la documentación que confirma o respalde la razón por la cual el empleado solicitó la licencia. Dicha documentación puede incluir, sin limitación, un informe policial, una copia de una solicitud de una orden de protección, una declaración jurada de una organización que presta servicios a víctimas de violencia doméstica o la documentación de un médico. Cualquier documentación proporcionada a un empleador de acuerdo con esta subsección es confidencial y debe ser retenida por el empleador de una manera consistente con los requisitos de la Ley de Licencia Familiar y Médica de 1993, 29 U.S.C. §§ 2601 et seq.

5. El Comisionado del Trabajo preparará un boletín que establezca claramente el derecho a los beneficios creados por esta sección. El Comisionado del Trabajo publicará el boletín en el sitio de Internet que mantiene la Oficina del Comisionado del Trabajo, si lo hubiere, y exigirá a todos los empleadores que publiquen el boletín en un lugar visible en cada lugar de trabajo mantenido por el empleador. El boletín puede ser incluido en cualquier documento impreso abstracto publicado por el empleador de acuerdo con NRS 608.013.

6. El empleador mantendrá un registro de las horas de licencia tomadas conforme con esta sección por cada empleado durante un período de dos años después del ingreso de dicha información en el registro y, con previa solicitud, pondrá esos registros a disposición del Comisionado de Trabajo para su inspección. El empleador excluirá los nombres de los empleados de los registros, a menos que una solicitud de registro sea para fines de una investigación.

7. Las disposiciones de esta sección no:

- (a) Limita o restringe cualquier otro derecho, recurso o procedimiento disponible bajo la ley.
- (b) Niega cualquier otro derecho, recurso o procedimiento disponible para una parte agraviada.
- (c) Prohíbe, previene o disuade cualquier contrato u otro acuerdo que proporcione un beneficio de licencia más generoso o un beneficio de licencia pagada.

8. Como se utiliza en esta sección:

- (a) "Violencia doméstica" tiene el significado que se le atribuye en NRS 33.018.

- (b) "Familia o miembro del hogar" significa un"

- (1) Cónyuge;
- (2) Socio doméstico;
- (3) Hijo menor; o
- (4) Padres u otra persona adulta que esté relacionada dentro del primer grado de consanguinidad o afinidad con el empleado u otra persona adulta que esté o estuviera residiendo con el empleado en el momento del acto que constituye violencia doméstica.

De acuerdo con NRS 608.195 (excepto según lo dispuesto en NRS 608.0165) cualquier persona que viole las provisiones de NRS 608.005 a 608.195 inclusive es culpable de un delito menor. Además de cualquier otro remedio legal o pena, el Comisionado del Trabajo puede imponer a la persona una sanción administrativa de no más de \$ 5,000 por cada violación.