Nevada **State Labor Law Postings**

(Part 1 of 2)

Employee Sick or Sustained Injury STATE OF NEVADA

Office of the Labor Commissioner



Notice to Employer that Employee is Sick or Sustained Injury Nevada Revised Statutes (NRS) § 613

Effective May 15, 2019, as set forth in Assembly Bill (AB) 181 approved during the 2019

Legislative Session, Nevada Revised Statutes (NRS) section 613 is hereby amended with

a new section as follows:

1. An employer:

- (a) Shall not require an employee to be physically present at his or her place of work in order to notify his or her employer that he or she is sick or has sustained an injury that is not work-related and cannot work.
- (b) May require an employee to notify the employer that he or she is sick or injured and cannot report for work.

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

Copies of this notice may be obtained from our website at: www.labor.nv.gov For a copy of the AB 181: https://www.leg.state.nv.us/Session/80th2019/Bills/AB/AB181_EN.pdf

Paid Leave

STATE OF NEVADA
Office of the Labor Commissioner



(NRS) § 608

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

- An employee is entitled to at least 0.01923 hours of paid leave for each hour of work performed
- Paid leave accrued may carry over for each employee between his or her benefit years of employment, except an may limit the amount of paid leave for each employee carried over to a maximum of 40 hours per benefit year.
- An employer shall:

 1. Compensate an employee for the paid leave available for use by that employee at the rate of pay at which the emp compensated at the time such leave is taken, and 2. Pay such compensation on the same payday as the hours taken are normally paid.
- An employer may set a minimum increment of pold server, not to exceed a hours that an employee may use at any one time.

 1. An employer shall provide to each employee on each project an excenting of the hours of part derive available for use by that employee. An employer may use the system that the employer uses to pay its employees to provide the accounting of the hours of paid leaves available for use by the employee.
- private employment may use paid leave available for use by that employee as follows: r shall allow an employee to use paid leave beginning on the 90th calendar day of his or her employment
- oyee may use paid leave available for use by that employee without providing a reason to his or her employer for An employee shall, as soon as practicable, give notice to his or her employer to use the paid leave available for use by that employee.
- shall maintain a record of the receipt or accrual and use of paid leave pursuant to this section for each employee reirod following the entry of such information in the record and, upon request, shall make those records available by the Labor Commissioner.
- G. For the first 2 years of operation, an employer is not required to comply with the provisions of this section
- This section does not apply to: (a) An employer who, pursuant to a contract, policy, collective bargaining agreement or other agreement, provides employees with a policy for paid leave or a policy for paid time off to all scheduled employees at a rate of at least 0.01925 hours of paid leave per hour of work performed; and (b) Temporary, seasonal or no-call employees

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

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

For more information contact the Office of the Labor Commiss Carson City 775-684-1890 or Las Vegas 702-486-2650 Toll Free: 1-800-992-0900 Ext. 4850 Internet: www.labor.m

Minimum Wage

RULES TO BE OBSERVED BY EMPLOYERS

"The Legislature hereby finds and declares that the health and welfare of workers and the employment of persons in private enterprise in this State are of concern to the State and that the health and welfare of persons required to earn their ivings by their own endeavors require certain safeguards as to hours of service, working conditions and compensation therefor."

- h) Works more than 40 hours in any scheduled week of work; or (b) Works more than 8 hours in any workday unless by mutual agree vorks a scheduled 10 hours per day for 4 calendar days within any scheduled week of work.
- works more than 40 hours in any scheduled week of work. See https://linear.pubmer/ Posters (or Annual Daily) Overtime notice.

 The above provisions do not apply to (o) Employees who are not covered by the minimum suage provisions of the Constitution (b) Outside buyers; (c) Employees in a retail or service business of their regular rate is more than 1½ times the minimum wage, and more than half their compensation for a prepared to the provision of the Conference of the provisions of surface of the provisions of
- oyee: (a) Gross wage or sa age or salary; (d) Total ho

- 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 any nortion 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: (a) Shall not require an employee to be physically present at his or her place of work in order to notify his or her employer that he or she is sick stained an injury that is not work-related and cannot work: (b) May require an employee to notify the employer that he or she is sick or injured and cannot
- at cur way. An employer in private employmen with not less than 55 employees that provide poil less to be set a nephoye of the employer parametr to the provision of a current private poil and the pr
- normally pasts. (See NMS section 608.0197 ams cename unit 314 (2017) for turn requirements am exceptors).

 15. Inaddition to the keep reproided in Nbs section 608.0197 am employer shall provide 2 to 4 hours of paid leave to obtain a vaccination for COVID-19. Please see Senate bill 209—2021 Legislative Section 6 for the full provisions. https://www.legislatie.ni.ni/AppNeLISREI_ASE_DELIBER_FORTER_SER_DELIBER_SER_DELIB
- te Bill 386, cited as the "Nevada Hospitality and Travel Workers Right to Return Act", requires certain employers to offer job positions to certain sunder certain conditions. This bill requires that certain employees have an opportunity to return to their jobs when circumstances permit. See this link reclaiment of the properties of th
- 19. Senate Bill 293 prohibits an employer or employment agency from seeking or relying on the wage or salary history of an applicant for employment, prohibits an employer or employment agency from reliusing to interview, hire, promote or employ an applicant of ron discriminating or retaliating against an applicant does not provide wage or salary history. SE293 Overview (stater, us).

For additional information please visit: WWW.LABOR.NV.GOV son City 775-684-1890 or Las Vegas 702-486-2650 - TOLL FREE: 1-800-992-0900 Frt 4850

Annual Minimum Wage Bulletin

STATE OF NEVADA

TERRY REYNOLDS



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

> STATE OF NEVADA MINIMUM WAGE 2022 ANNUAL BULLETIN POSTED APRIL 1, 2022

PURSUANT TO ARTICLE 15, SECTION 16(A) OF THE CONSTITUTION OF THE STATE OF NEVADA AND ASSEMBLY BILL (AB) 456 PASSED DURING THE 80TH REGULAR SESSION OF THE NEVADA AND ASSEMBLY BILL (AB) 456 PASSED DURING THE 80TH REGULAR SESSION OF THE NEVADA LEGISLATURE (2019), THE FOLLOWING MINIMUM WAGE RATES SHALL APPLY TO ALL EMPLOYEES IN THE STATE OF NEVADA UNLESS OTHERWISE EXEMPTED. THESE RATES ARE EFFECTIVE AS OF JULY 1, 2022, AND WILL INCREASE AS SET FORTH BELOW UNTIL JULY 1, 2024.

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

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

| Effective Date | Lower Her | Higher Her |
|----------------|-----------|------------|
| July 1, 2022 | \$9.50 | \$10.50 |
| July 1, 2023 | \$10.25 | \$11.25 |
| July 1, 2024 | \$11.00 | \$12.00 |
| | | |

mbly Bill 456 https://www.leg.state.nv.us/App/NELIS/REL/80th2019/Bill/6870/Text

on Date: 04/22 • ©2022 ComplyRight, Inc

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

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

Pregnant Workers' Fairness Act

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, childhigh a reverse that the profile conditions are controlled to the condition of the profile conditions are controlled to the profile conditions.

UNDER THE ACT, IT IS UNLAWFUL FOR EMPLOYERS TO: Deny a reasonable accommodation to female employees and applicants, upon request, for a condition related to pregnancy, childbirth, or a related medical condition, unless an accommodation would impose an undue hardship on the business of the employer.

Take adverse employment actions against a female employee because the employee requests or uses a reasonable accommodation.

Deny an employment opportunity to a qualified female employee or applicant based on a need for a reasonable accommodation.

Require a female employee or applicant to accept an accommodation that the employee or applicant did not request or chooses not to accept or to take leave from employment if an accommodation is available UNDER THE ACT, AN EMPLOYER MAY:

NERC

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.

Phone (702) 486-7161 Phone (775) 823-6690

Unemployment Insurance

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

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

NOTICE TO EMPLOYEES

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

If you are separated from your job or if your hours have been substantially reduced, immediately: • File an unemployment insurance claim, online or by calling the nearest Nevada Telephone Claim Center, 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 ire assistance, contact the Nevada JobConnect Career Center prior to your visit to arrange

To be eligible for unemployment benefits an unemployed person must:

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

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



JobConnect start here

ids and services available upon request for individuals with

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 n Rural Nevada call toll-free (888) 890-821 OR File online at http://ui.nv.gov/

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

Annual Daily Overtime Bulletin STATE OF NEVADA

STEVE SISOLAK

SHANNON M. CHAMBERS



OFFICE OF THE LABOR COMMISSIONER 3300 WEST SAHARA AVENUE, SUITE 225 LAS VEGAS, NEVADA 89102

Department of Business & Industry
OFFICE OF THE LABOR COMMISSIONER

STATE OF NEVADA DAILY OVERTIME 2022 ANNUAL BULLETIN

EMPLOYERS MUST PAY 1-1/2 TIMES AN EMPLOYEE'S REGULAR WAGE RATE WHENEVER AN

EMPLOYEE WHO IS PAID LESS THAN 1-1/2 TIMES AND STEED REPULAN WAS RATE WHENEVER AN EMPLOYEE WHO IS PAID LESS THAN 1-1/2 TIMES THE APPLICABLE MINIMUM WAGE RATE WORKS MORE THAN 40 HOURS IN ANY WORKWEEK OR MORE THAN 8 HOURS IN ANY WORKDAY, UNLESS OTHERWISE EXEMPTED. EMPLOYERS SHOULD REFER TO NRS 608.018 FOR FURTHER DETAILS ON OVERTIME REQUIREMENTS. THE FOLLOWING AMOUNTS ARE THE WAGE RATES BELOW FOR WHICH DAILY OVERTIME MAY BE APPLICABLE. THESE RATES ARE EFFECTIVE AS OF JULY 1, 2022.

EMPLOYEES WHO EARN LESS THAN \$14.25 PER HOUR (OFFERED QUALIFIED HEALTH

BENEFITS) OR LESS THAN \$15.75 PER HOUR (NOT OFFERED QUALIFIED HEALTH BENEFITS) ARE ELIGIBLE FOR OVERTIME AT ONE AND A HALF TIMES THE EMPLOYEE'S REGULAR RATE OF PAY FOR: OVER 8 HOURS OF WORK IN A 24-HOUR PERIOD; OR OVER 40 HOURS OF WORK IN A WORK WEEK

EMPLOYEES THAT MAKE MORE THAN THE HOURLY RATES ABOVE ARE ELIGIBLE FOR OVERTIME AT ONE AND A HALF TIMES THE EMPLOYEE'S REGULAR RATE OF PAY FOR OVER 40 HOURS OF WORK IN A WORK WEEK. THE EMPLOYER MUST VERIFY THE RATES ABOVE \$14.25 PER HOUR AND \$15.75 PER HOUR BASED ON QUALIFIED HEALTH BENEFITS BEING OFFERED OR NOT OFFERED TO EMPLOYEES TO PAY OVERTIME FOR OVER 40 HOURS OF WORK IN A WORK WEEK.

Copies may be obtained at www 1818 East College Parkway, Suite 102 Carson City, Nevada 89706 (775) 684-1890

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

Domestic Violence Victim's Bulletin

STATE OF NEVADA



OFFICE OF THE LABOR COMMISSIONER www.labor.nv.gov

DOMESTIC VIOLENCE BULLETIN

on employee who has been employed by an employer for at 90 days and who is a victim of an act which constitutes domestic nce, or whose family or busehold member is a victim of an act which constitutes domestic violence, and the employee is not the deprepetation; is entitled to not more than 160 hours of leave in one 12-month period. Hours of leave provided pursuant to this on.

(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

(u) inuss or used warrent 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. §§ 200 if 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 section and from the amount of leave the employee is the hours of leave the pursuant to subsection 1 as follows:

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

(b) For the diagnosis, care to teatment 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.

(c) To obtain consensing or assistance related to an acton which constitutes domestic violence committed against the employee or a family or household member of the employee;

(d) To patricipate in court proceedings related to an act which constitutes domestic violence committed against the employee or a family or household member of the employee;

(d) To statistical as asterly 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, 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), the station which constitutes domestic violence, an employee isted in paragraph; (a), the station which constitutes domestic violence and propagate is the station which constitutes domestic violence, an employee isted in paragraph; (a).

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;

(c) Require an employee who takes hours of leave peaus this section may require the employee to provide to the employer of the employee of the empl

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.

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.

EMPLOYER NOTE: Must be posted in a conspicuous place for convenient viewing by all employees and applicants

Fair Employment

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 expre Housing discrimination is prohibited based on race, color, national
- 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

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

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:

FMPI OYFFS:

EMPLOTERS.

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.

NERC

a division of the Nevada Department of Employment Training and Rehabilitation

1820 East Sahara Avenue Suite 314 Las Vegas, NV 89104

(702) 486-7161

(775) 823-6690

1325 Corporate Blvd. Room 115, Reno, NV 89502

EMITLOTIES.

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.

COMPLAINT:

CITATIONS:

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.

Representative/ Industrial Hygienist must consult with a reasonable number of employees concerning safety and health conditions in the workplace.

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

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 Newada OSHA office or with Occupational Safety and Health Administration, U.S. Department of Labor, 90 7th Street, Suite 18100, San Francisco, CA 94103.

The Act provides that employees may not be

CHATIONS:
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.

supervisors.

MORE INFORMATION:

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

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

Occupational Safety and Health Plan may in 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

Lie Detector Test STATE OF NEVADA

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.

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 an lie detector test except as provided in NRS 613.510.

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

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@Jabor.nv.gov

Nursing Mother's Accommodation

STATE OF NEVADA

STEVE SISOLAK GOVERNOR

MICHAEL J. BROWN DIRECTOR

SHANNON M. CHAMBERS

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

equirements of Assembly Bill 113: Except as otherwise provided in subsections 3, 5 and 6 (see below),

o to ther than a bathroom, that is reasonably free from dirt or pollution, which is protected w of others and free from intrusion by others where the employee may express breast 2. If break time is required to be compensated pursuant to a collective bargaining agreement entered

an employee which is covered by the collective bargaining agreement must be compensated.

4. An employee shall not retaliate, or direct or encourage another person to retaliate, against any employee because that employee has:

(a) Taken break time or used the space provided pursuant to subsection 1 or 3 to express breast milk; or

employer, the employer may meet with the employee to agree upon a reasonable alternative. If parties are not able to reach an agreement, the employer may require the employee to accept a

PROPOSED PENALTY: PROPOSED PENALTY:
The Act provides for mandatory penalties against employers of up to \$14,502 for each serious violation and for optional penalties of up to \$14,502 for each nonserious violation. Penalties of up to \$14,502 per day may be proposed for failure to correct violations within the proposed time pendo. Also, any employer who willfully or repeatedly violates the Act may be assessed penalties of up to \$145,027 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 \$50,000 or by imprisonment for not more than six months, or by both. Conviction of any employer after

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.

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

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

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.

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.

refusal to take any lie detector test.

STATE OF NEVADA NURSING MOTHER'S ACCOMMODATION ACT

OFFICE OF THE LABOR COMMISSIONER

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

into by an employer and an employee organization, any break time taken pursuant to subsection 1 by

subsection in of 3 to express oreast films, of (b) Taken any action to require the employer to comply with the requirements of this section, including, without limitation, filing a complaint, testifying, assisting or participating in any manner in an investigation, proceeding or hearing to enforce the provisions of this section.

reasonable alternative selected by the employer.

5. An employer who employs fewer than 50 employees is not subject to the requirement section if these requirements would impose an undue hardship on the employer, considering financial resources, nature and structure of the business of

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

origin, sex, religion, disability, ancestry, familial status, sexual

employment, public accommodation or hou with the Nevada Equal Rights Commission. mmodation or housing, may file a complaint

a first conviction doubles these maximum penalties. Penalties may be proposed for public employers.

The Nevada Occupational Safety Administration of the Division of Industr 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.

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

NOTICE OF LIMITATIONS AFFECTING THE APPLICATION OF LIE DETECTOR TESTS

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.

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.

each employer shall provide an employee who is the mother of a child under 1 year of age with:
(a) Reasonable break time, with or without compensation, for the employee to express breast milk as

Exceptions (set forth in subsections 3, 5, and 6 of Assembly Bill 113): oyer determines that complying with the provisions of subsection 1 to a sidering the size, financial resources, nature and structure of the bu

of 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.

3300 W. W Sahara Avenue, Suite 225 1818 College Parkway, Suite 102 Carson City, Nevada 89706 (775) 684-1890 Las Vegas, Nevada 89102 (702) 486-2650

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

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:

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.

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