

# NEVADA 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](http://www.labor.nv.gov)

For a copy of the AB 181: [https://www.leg.state.nv.us/Session/80th/2019/Bills/AB/AB181\\_EN.pdf](http://www.leg.state.nv.us/Session/80th/2019/Bills/AB/AB181_EN.pdf)

\*This document is for posting and information purposes and should not be considered legal advice. Please refer to AB 181 and NRS section 613.

For more information contact the Office of the Labor Commissioner  
Carson City 775-684-1890 | Las Vegas 702-486-2659  
[www.labor.nv.gov](http://www.labor.nv.gov)

REVISED 6/1/2019

## PAID LEAVE

STATE OF NEVADA  
Office of the Labor Commissioner



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

Except as otherwise provided in Senate Bill (SB) 212, every employee in private employment with not less than 30 employees shall provide paid leave to each employee of the employer as follows:

A. An employee is entitled to at least 0.01923 hours of paid leave for each hour of work performed.

B. Paid leave accrues may carry over for each employee between his or her benefit years of employment, except an employer may limit the amount of paid leave for each employee carried over to a maximum of 40 hours per benefit year.

C. 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 employee is paid.

2. Pay such compensation on the same payday as the hours taken are normally paid.

D. An employer may set a minimum increment of paid leave, not to exceed 4 hours that an employee may use at any one time.

1. An employer shall provide to each employee on each payday an accounting of the hours of paid leave available for use by that employee. An employer may use a system that the employer uses to pay its employees to provide an accounting of the hours of paid leave available for use by that employee.

2. An employer may, but is not required to, compensate an employee for any unused paid leave available for use by that employee upon separation from employment, except if the employee is rehired by the employer within 90 days after separation from that employee and the separation from employment is due to the employee voluntarily leaving his or her employment, any pay or benefits due to the employee for use by that employee.

E. An employee in private employment may use paid leave available for use by that employee for:

1. An employer shall allow an employee to use paid leave beginning on the 30th calendar day of the year for that employee.

2. An employee may use paid leave available for use by that employee without providing a reason to his or her employer for such use.

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

4. An employee shall have the right to use paid leave available for use by that employee without providing a reason to his or her employer for such use.

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

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

H. This section does not apply to: (a) An employee who, pursuant to a contract of employment, collective bargaining agreement or other agreement, is entitled to paid leave for a period of time or for pay for leave, or (b) temporary, seasonal or on-call employees at a rate of at least 0.01923 hours of paid leave per hour of work performed; and (b) temporary, seasonal or on-call employees.

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

Copies of this notice may be obtained from our website at: [www.labor.nv.gov](http://www.labor.nv.gov)

For a copy of the SB 312: [https://www.leg.state.nv.us/App/NEILS/REL/80th/2019/Bills/AB/AB312\\_Overview.pdf](http://www.leg.state.nv.us/App/NEILS/REL/80th/2019/Bills/AB/AB312_Overview.pdf)

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

For more information contact the Office of the Labor Commissioner  
Carson City 775-684-1890 | Las Vegas 702-486-2659  
[www.labor.nv.gov](http://www.labor.nv.gov)

REVISED 6/1/2019

## DOMESTIC VIOLENCE VICTIM'S BULLETIN

STATE OF NEVADA  
DEPARTMENT OF BUSINESS AND INDUSTRY  
OFFICE OF THE LABOR COMMISSIONER



JOE LOMBARDO  
Governor  
DR. KRISTOPHER SANCHEZ  
Director  
BRETT HARRIS  
Labor Commissioner

### DOMESTIC VIOLENCE & SEXUAL ASSAULT VICTIMS LEAVE BULLETIN

Effective January 1, 2024

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

1. An employee who has been employed by an employer for at least 90 days and who is a victim of an act which constitutes domestic violence or sexual assault, and the employee is not the abuser or 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) Must 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 or sexual assault occurred.

(c) May be used consecutively or intermittently; and

(d) If used for a reason which does not qualify the employee to the Family and Medical Leave Act of 1993, 29 U.S.C. § 2601 et seq., must be used in accordance with the requirements of 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 take the hours of leave of which the employee is a victim of an act which constitutes domestic violence or sexual assault, or the employee's child or household member is a victim of an act which constitutes domestic violence or sexual assault, committed against the employee or a family or household member of the employee;

(b) To obtain counseling, medical treatment, or other services related to an act which constitutes domestic violence or sexual assault committed against the employee or a family or household member of the employee;

(c) To provide services to a family or household member related to an act which constitutes domestic violence or sexual assault committed against the employee or a family or household member of the employee;

(d) 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;

(e) To take any other action necessary to protect the employee or the family or household member of the employee from an act which constitutes domestic violence or sexual assault;

(f) To obtain a restraining order or other court order related to an act which constitutes domestic violence or sexual assault;

(g) To obtain a protective order or other court order related to an act which constitutes domestic violence or sexual assault;

(h) To obtain a temporary restraining order or other court order related to an act which constitutes domestic violence or sexual assault;

(i) To obtain a permanent injunction or other court order related to an act which constitutes domestic violence or sexual assault;

(j) To obtain a protective order or other court order related to an act which constitutes domestic violence or sexual assault;

(k) To obtain a temporary restraining order or other court order related to an act which constitutes domestic violence or sexual assault;

(l) To obtain a permanent injunction or other court order related to an act which constitutes domestic violence or sexual assault;

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