



J. J. Keller
& Associates, Inc.[®]

Since 1953

NEVADA

Labor Laws

© 2025 J. J. Keller & Associates, Inc.

Since 1953

Minimum Wage

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

DR. CHRISTOPHER SANCHEZ
Director
BRETT K. HARRIS, ESQ.
Labor Commissioner

STATE OF NEVADA MINIMUM WAGE 2025 ANNUAL BULLETIN

POSTED JUNE 23, 2025

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

Effective Date	Minimum Wage
July 1, 2025	\$12.00

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

THIS NOTICE IS FOR INFORMATIONAL PURPOSES ONLY.

Overtime

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

DR. CHRISTOPHER SANCHEZ
Director
BRETT K. HARRIS, ESQ.
Labor Commissioner

STATE OF NEVADA DAILY OVERTIME 2025 ANNUAL BULLETIN

POSTED JUNE 23, 2025

EMPLOYERS MUST PAY 1.5 TIMES AN EMPLOYEE'S REGULAR RATE WHENEVER AN EMPLOYEE WHO IS PAID LESS THAN 1.5 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.

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

Effective Date	Minimum Wage
July 1, 2025	\$12.00

Assembly Bill 190

STATE OF NEVADA
Department of Business & Industry
OFFICE OF THE LABOR COMMISSIONER
<http://www.labor.nv.gov>

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

REQUIRED POSTING – ASSEMBLY BILL 190

<https://www.leg.state.nv.us/App/NEILS/REL/81x2021/Bill/7670/Text#>

Effective October 1, 2021, as set forth in Assembly Bill 190 a new section is added to Chapter 608 of NRS.

Section 1. Chapter 608 of NRS is hereby amended by adding thereto a new section to read as follows:

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

Domestic Violence

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

DR. CHRISTOPHER SANCHEZ
Director
BRETT K. HARRIS
Labor Commissioner

DOMESTIC VIOLENCE & SEXUAL ASSAULT VICTIMS LEAVE BULLETIN

EFFECTIVE January 1, 2024

Pursuant to Assembly Bill 163 from the 82nd Legislative Session of the Nevada Legislature, NRS 608.0198 is hereby amended to include victims of sexual assault as a new employment protection as domestic violence victims.

Effective January 1, 2024, NRS 608.0198 reads as follows:

1. An employee may be allowed to take a reasonable amount of time off to care for a child, spouse, domestic partner, sibling, parent, mother-in-law, father-in-law, grandchild, grandparent, or stepparent of an employee; or (b) Any person for whom the employee is the legal guardian.

2. The provisions of this section do not apply: (a) To an employee prohibited by federal law; or (b) With regard an employee of the employer is covered under a valid collective bargaining agreement.

3. An employee may be allowed to take a reasonable amount of time off to care for a child, spouse, domestic partner, sibling, parent, mother-in-law, father-in-law, grandchild, grandparent, or stepparent of an employee; or (b) Any person for whom the employee is the legal guardian.

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 or other legal organization which provides services to victims of domestic violence or sexual assault or documentation from a physician. Any documentation provided to an employer pursuant to this subsection is confidential and must be retained by the employer in a manner consistent with the requirements of the Family and Medical Leave Act of 1993, 29 U.S.C. §§ 2601 et seq.

5. The Labor Commissioner shall prepare a bulletin which clearly sets forth the rights 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 608.0183.

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 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 contact or other agreement that provides a more generous leave benefit or leave than the employee's regular leave.

(d) As used in this section: "Domestic violence" has the meaning ascribed to it in NRS 33.018.

(e) "Family or household member" means a:

(1) Spouse;

(2) Domestic partner;

(3) Minor child;

(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 or sexual assault.

(c) "Sexual assault" has the meaning ascribed to it in NRS 200.366.

Pursuant to NRS 608.195, except as otherwise provided in NRS 608.0185 any person who violates provisions of NRS 608.005 to 608.195 is guilty of a misdemeanor. In addition to any other remedy or penalty, the Labor Commission may impose against the person an administrative penalty of not more than \$5,000 for each violation. O.C. 02.15.2024

Carson City: 1818 E. College Parkway, Suite 102, Carson City, Nevada 89706 - Telephone (775) 684-1890 - Fax (775) 687-6409

Las Vegas: 3340 W. Sahara Avenue, Las Vegas, Nevada 89102 - Telephone (702) 486-2650 - Fax (702) 486-2660

www.labor.nv.gov mail@labor.nv.gov

02/15/2024

This poster is in compliance with state posting requirements.

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) 312, every employer in private employment with not less than 50 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 accrued may carry over for each employee between his or her benefit years of employment, except as 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 compensated at the time such leave is taken; and

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.

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

F. 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 retained by the employer within 90 days after separation from that employer and the separation from employment was not due to the employee voluntarily leaving his or her employment, any previously unused paid leave hours available for use by that employee must be reinstated.

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

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

I. 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.

J. 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.

PURSUANT TO ARTICLE 15, SECTION 16(A) OF THE CONSTITUTION OF THE STATE OF NEVADA AND ASSEMBLY BILL (AB) 456 PASSED IN 2019 DURING THE 80TH REGULAR SESSION OF THE NEVADA LEGISLATURE, THE ABOVE MINIMUM WAGE RATE SHALL APPLY TO ALL EMPLOYEES IN THE STATE OF NEVADA UNLESS OTHERWISE EXEMPTED. THIS RATE IS EFFECTIVE AS OF JULY 1, 2025, AND APPLIES TO ALL EMPLOYEES REGARDLESS OF OFFERED EMPLOYER HEALTH BENEFITS.

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.

Assembly Bill 456 (<https://www.leg.state.nv.us/App/NEILS/REL/80x2019/Bill/6870/Text>)

Senate Bill 192 (<https://www.leg.state.nv.us/App/NEILS/REL/80x2019/Bill/6534/Text>)

Carson City: 1818 E. College Parkway, Suite 102, Carson City, Nevada 89706 - Telephone (775) 684-1890 - Fax (775) 687-6409

Las Vegas: 3340 W. Sahara Avenue, Las Vegas, Nevada 89102 - Telephone (702) 486-2650 - Fax (702) 486-2660

www.labor.nv.gov mail@labor.nv.gov

Assembly Bill 307

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

DR. CHRISTOPHER SANCHEZ
Governor
BRETT HARRIS
Labor Commissioner

REQUIRED POSTING – ASSEMBLY BILL 307

Effective July 1, 2022, as set forth in Assembly Bill (AB) 307 passed during the 2021

Legislative Session,

Nevada Revised Statutes (NRS) section 232

is hereby amended with a new section as follows:

Assembly Bill 307 (<https://www.leg.state.nv.us/App/NEILS/REL/81x2021/Bill/7811/Text>)

Chapter 232 of NRS is hereby amended by adding thereto as follows:

DETR shall prepare one or more notices concerning

job training or employment programs conducted by the Department, including, without limitation, the Career Enhancement Program and Employee/Business/Career Hubs and hubs and provide each notice to the Labor Commissioner.

Within 30 days following the end of each calendar quarter (October 1, January 1, April 1, and July 1), DETR will transmit to the Labor Commissioner an updated notice on the following job training and employment programs. This notice fulfills DETR's July 1, 2025, required reporting.

Employment and Training Programs

Career Enhancement Program (CEP) ([https://detr.nv.gov/Page/Career_enhancement_program_\(CEP\)](https://detr.nv.gov/Page/Career_enhancement_program_(CEP)))

Employment Business/Career Hubs (https://detr.nv.gov/Page/Employment_Business_Career_Hubs)

Employment Services (https://detr.nv.gov/Page/Employment_Services)

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

Migrant Seasonal Farm Workers (MSFW) (<https://detr.nv.gov/Page/MSFW>)

<https://www.employnv.gov/vosnet/episub/documentview.aspx?en=st9lzxrcf+EmSyMzKXH1A==>

Eligible Training Provider List (ETPL) (<a href="https://www.employnv.gov