What is Minimum Wage in Nevada?
• Nevada is a two-tier minimum wage system. Minimum wage is $7.25 for employers who offer employees a qualified health benefit plan. $8.25 must be paid if the employer does not offer a qualified health benefit plan. As of July 1, 2020, the minimum wage will increase by seventy-five cent increments and will cap at $11.00 per hour for the lower tier and $12.00 per hour for the higher tier, by July 1, 2024. Assembly Bill (AB) 456 -2019

When must a discharged employee be paid?
• A discharged employee’s wages shall be due and payable immediately. Nevada Revised Statute (NRS) 608.020; However, they are not considered late until three days after the last day worked. (NRS 608.040)

When must a quitting employee be paid?
• Final wages must be paid within seven days after the employee resigns or by the next regularly scheduled payday, whichever is earlier. (NRS 608.030)

How often must breaks be given?
• An employee must be given a paid, 10-minute break for each 4-hour period of work. In addition, employees are entitled to an unpaid, 30-minute meal period for each 8-hour period of work. (NRS 608.019, Nevada Administrative Code (NAC) 608.145)

Are salary employees automatically exempt from overtime?
• Salary employees are not automatically exempt from overtime and must meet an overtime exemption under NRS 608.018 and the Fair Labor Standards Act Fact Sheets. https://www.dol.gov/whd/flsa/

How often must an employee be paid?
• Employees must be paid at least semi-monthly. (NRS 608.060)

When does overtime need to be paid?
• If an employee makes less than one and one half times minimum wage ($12.375/10.875) per hour, the employee would be paid overtime for time worked over 8 hours in a 24-hour period. If an employee makes more than one and one half times minimum wage, the employee would be paid overtime for time worked over 40 hours in a week. The only exception is if an employee agrees to work 4, 10-hour shifts. However, any deviations from the 4-10 shift could cause overtime to accrue. (NRS 608.018)

May an employer take a portion of an employee's tips?
• An employer may not take all or a part of any tips or gratuities or apply as a credit toward the payment of the minimum wage. (NRS 608.160)

Must a sick employee report to work?
• No, an employee is not required to be physically present at work to notify his or her employer that he or she is sick or has sustained a non-work related injury and cannot work. AB 181-2019

*Please review the most recent version of the Nevada Revised Statutes and/or Nevada Administrative Codes for the most current laws.*

This information is not intended as legal advice.