Can an employer cut my hours or terminate my employment?
• Yes. Nevada labor laws do not require employers to guarantee hours worked. In addition, because Nevada is an “at will” employment state, the employer or employee can terminate the employment relationship at any time with or without notice. It is recommended that employers explore other options before taking any of these actions.

Can an employer decrease or change my rate of pay?
• Yes. However, Nevada law requires a 7-day written notice before a decrease in wages can take effect. (NRS 608.100)

Can an employer pay less than minimum wage or not pay overtime?
• No. Currently, an employer must pay the current minimum wage of $8.75 if health benefits are offered and $9.75 if health benefits are not offered. Overtime is required to be paid for time worked over 8-hours in a 24-hour period if the employee makes less than $13.125 (offered health benefits) and $14.625 (not offered health benefits) or for over 40-hours of work in a workweek. (NRS 613.155)

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

When must a discharged employee be paid?
• A discharged employee’s wages shall be due and payable immediately. If not paid within 3-days penalties may apply. (NRS 608.020 & 608.040)

When must a quitting employee be paid?
• Final wages must be paid within 7-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 & NAC 608.145)

Does a sick employee have to 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. (NRS 613.155)

Does an employer have to provide paid leave?
• Yes. Effective January 1, 2020, a private employer who employs 50 or more employees in the state of Nevada must provide 0.01923 hour of paid leave per hour of work performed. (Senate Bill (SB) 312-80th Legislative Session 2019)

Does an employer have to provide paid leave for me to obtain the COVID-19 vaccination?
• Yes. Effective June 9, 2021, a private employer who employs 50 or more employees must provide 2-4 hours of paid leave to obtain a Covid-19 vaccination. (SB 209 81st Legislative Session 2021)

Can I be fired for refusing to take the COVID-19 vaccine?
• Possibly. Nevada is an “at will” employment state. You can contact the Nevada Equal Rights Commission or Federal Equal Employment Opportunity Commission about the issue of mandatory vaccination for employment.