

Nevada Department of Business and Industry

Office of the Labor Commissioner

https://labor.nv.gov/

What is the minimum wage in Nevada?

• Nevada Ballot Question 2, passed November 2022, eliminated two-tier minimum wage as of July 1, 2024. The minimum wage is $12.00 per hour and applies to all employees regardless of offered employer health benefits. This minimum wage rate shall apply to all employees unless otherwise exempted. (Assembly Bill (AB) 456-2019, Senate Bill (SB)192, Nevada Revised Statute (NRS) 608.250)

When must a discharged employee be paid?

• A discharged employee's wages shall be due and payable immediately. (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/agencies/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?

• As of July 1, 2024, employees who earn less than $18.00 per hour are eligible for overtime at one- and one-half 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 $18.00 per hour or more are eligible for overtime at one- and one-half times the employee's regular rate of pay for over 40 hours of work in a work week. The only exception is if an employee agrees to work 4, 10-hour shifts. However, any deviations from the 4, 10-hour shifts 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 any tips or gratuities 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, NRS 613.155)

Can money be deducted from an employee's paycheck?

Is tip pooling allowed under Nevada law?

• Yes, employers may establish mandatory tip pools that include employees of different ranks, so long as all the tips are distributed amongst the employees, and the employer does not keep any portion of the tips for themselves. (Wynn Las Vegas, LLC v. Baldonado, et al., 129 Nev., Advance Opinion 78, Oct. 31, 2013)

May an employer charge for uniforms?

• No, all uniforms or accessories distinctive as to style, color or material shall be furnished, without cost, to employees by their employer. (NRS 608.165)

Must an employer provide paid leave?

• Effective January 1, 2020, yes, a private employer who employs 50 or more employees in the state of Nevada must provide 0.01923 hours of paid leave per hour of work performed. (Senate Bill (SB) 312-2019, NRS 608.0197)

- *These are frequently asked questions. Please review the most recent version of the Nevada Revised Statutes and/or Nevada Administrative Codes for the most current laws at https://labor.nv.gov or https://www.leg.state.nv.us/.*

This information is not intended as legal advice. Rev. 4/2026