

SERIAL NUMBER: NNS4321

OCCUPATIONAL SAFETY AND HEALTH PROTECTION

NEVADA SAFETY AND HEALTH PROTECTION ON THE JOB

The Nevada Occupational Safety and Health Act, NRS Chapter 618, provides job safety and health protection for workers throughout the promotion of a safe and healthful working conditions throughout the State of Nevada.

Requirements of the Act include the following:

EMPLOYERS: Each employer shall furnish to each of his employees employment and a place of employment free from recognized hazards that are causing or are likely to cause death or serious physical harm to his employees; and shall comply with occupational safety and health standards adopted under the Act.

Crimes and penalties are also provided for in the Act. Any willful violation resulting in death of an employee, upon conviction, is punishable by a fine of not more than \$50,000 or by imprisonment for not more than six months, or by both.

INSPECTION: The Act requires that a representative of the employer and a representative authorized by the employees be given an opportunity to accompany the Nevada OSHA inspector for the purpose of aiding the inspection.

Where there is no authorized employee representative, the Nevada OSHA Safety and Health Representative/Industrial Hygienist must consult with a reasonable number of employees concerning safety and health conditions in the workplace.

EMPLOYERS, public or private, or their representatives have the right to file a complaint with the nearest Nevada OSHA office requesting an inspection if they believe unsafe or unhealthful conditions exist in their workplace.

An employee, public or private, who believes he has been discriminated against because of his exercise of his rights under the Act, may file a complaint within thirty (30) days of the alleged discrimination with the nearest Nevada OSHA office or with Occupational Safety and Health Administration, U.S. Department of Labor, 90 7th Street, Suite 18100, San Francisco, CA 94103.

NOTICE: Upon inspection Nevada OSHA believes an employer has violated the Act, a citation alleging such violations will be issued to the employer. Each citation will specify a time period within which the alleged violation must be corrected.

The Nevada OSHA citation must be prominently displayed at or near the place of alleged violation for three days, or until it is corrected, whichever is later, to warn employees of dangers that may exist there.

PROPOSED PENALTY: The Act provides for mandatory penalties against employers.

EMPLOYERS: This poster must be displayed prominently in the workplace.

Unemployment Insurance/ Employment Security

The employees of this establishment are protected by Unemployment Insurance. This employer is required by law to contribute to the Nevada Unemployment Compensation Fund. No part of the contribution is deducted from wages of employees.

- To be eligible for unemployment benefits an unemployed person must: 1. Be unemployed through no fault of your own and meet all other conditions of the law regarding unemployment benefits. 2. Be actively searching for and willing to accept suitable employment if offered. 3. Be physically able to work. 4. Be available and willing to accept suitable employment if offered. 5. Make a reasonable effort to seek out a job.

To file a claim for unemployment benefits... NEVADA JobConnect start here.

Updated 11/15

Lie Detector

NEVADA STATUTE: STATE OF NEVADA, CHAPTER 618, UNEMPLOYMENT INSURANCE. NOTICE OF LIMITATIONS AFFECTING THE APPLICATION OF THE ACT.

NEVADA STATUTE: The Act provides that each employer shall post and maintain this notice in a conspicuous location at the place of employment where notices to employees and applicants for employment are customarily posted and read.

Updated 6/19

Polygraph Protection

PROHIBITION: The Employee Polygraph Protection Act prohibits most private employers from using lie detector tests either for pre-employment screening or during the course of employment.

Updated 11/15

Nevada Pregnant Workers' Fairness Act

Pursuant to NRS 618.335 and sections 2 & 8, inclusive, of the Nevada Pregnant Workers' Fairness Act (effective October 1, 2017) employees have the right to be free from discriminatory or unlawful employment practices based on pregnancy, childbirth, or a related medical condition.

Updated 11/15

Domestic Violence Victims

Domestic Violence Victims: Domestic violence is defined as the act or threat of violence against a person who is related to or associated with the person by blood, marriage, or partnership.

Updated 11/15

IRS Withholding

YOU MAY NEED TO CHECK YOUR WITHHOLDING: If you are a new employee, you should check your withholding on Form W-4 with your employer as soon as possible.

Discrimination

DISCRIMINATION HAS NO PLACE IN THE WORKPLACE: The State of Nevada prohibits discrimination based on race, color, religion, sex, national origin, pregnancy, age, disability, sexual orientation, gender identity or expression, domestic relations and compensation or wages in any terms, conditions or privileges of employment.

Updated 11/15

Nursing Mother's Accommodation Act

STATE OF NEVADA: The Nursing Mother's Accommodation Act allows a nursing mother to express her milk during her regular workday for up to one hour per day.

Updated 11/15

Emergency Notice

Emergency Notice: This notice is to inform you of the State of Nevada's emergency procedures in the event of a natural disaster or other emergency.

Payday Notice

Payday Notice: The Nevada Revised Statutes Chapter 608.000 states that all wages or compensation of employees in private employment is due semi-monthly.

Equal Employment Opportunity

APPLY TO ALL EMPLOYEES IN THE STATE OF NEVADA UNLESS OTHERWISE EXEMPTED. THESE RULES WILL BE EFFECTIVE AS OF JULY 1, 2023 AND WILL INCREASE AS SET FORTH BELOW.

FOR EMPLOYEES TO WHOM QUALIFYING HEALTH BENEFITS HAVE BEEN OFFERED... NEVADA BULLETIN QUESTION 2 PAGES NOVEMBER 2022 EMINENT TWO-TIER MINIMUM WAGES AS OF JULY 1, 2024:

Table with columns: Effective Date, Minimum Wage, Higher Tier. Rows: July 1, 2022 (\$9.50), July 1, 2023 (\$12.00), 2024 (To Be Determined).

Assembly Bill 458: https://www.leg.state.nv.us/App/NELRS/08/2019/Bills/700/Text_Senate_Bill_192.html

Updated 11/15

Daily Overtime Bulletin

EMPLOYERS MUST PAY 1-1/2 TIMES AN EMPLOYEE'S REGULAR WAGE RATE WHENEVER AN EMPLOYEE WORKS MORE THAN 8 HOURS IN A WORKWEEK OR MORE THAN 8 HOURS IN AN OVERSIGHT WORKWEEK.

Updated 11/15

Rules to be Observed by Employers

RULES TO BE OBSERVED BY EMPLOYERS: EVERY EMPLOYEE SHALL POST AND KEEP POSTED IN A VISIBLE AND OPEN AREA FOR EMPLOYEES ACCESS TO THE RULES...

Updated 11/15

Employee Leave & Career Enhance Program

Work Opportunity Tax Credit (WOTC): https://www.nv.gov/occupational-services/... Other Employment and Training Services...

Updated 11/15

Pregnant Workers Fairness Act (PWFA)

The Pregnant Workers Fairness Act (PWFA) is a federal law that, starting June 27, 2023, requires covered employers to provide reasonable accommodations for pregnant workers...

Updated 11/15

Equal Employment Opportunity

Know Your Rights: Workplace Discrimination is Illegal: The U.S. Equal Employment Opportunity Commission (EEOC) enforces Federal laws that prohibit workplace discrimination...

Updated 11/15

Workers' Compensation

State of Nevada DEPARTMENT OF BUSINESS & INDUSTRY DIVISION OF INDUSTRIAL RELATIONS: Workers' Compensation Section

Updated 11/15

Notice to Employer

STATE OF NEVADA: Notice to Employer: If you are an employer, you should receive a copy of this notice by mail or by electronic delivery.

Updated 11/15

USERRA

USERRA protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service or certain types of service in the National Defense Authorization Act System (NDAS)...

Updated 11/15

Familial Medical Leave Act

Familial Medical Leave Act (FMLA): The FMLA entitles eligible employees of covered employers to take unpaid, job-protected leave for specified family and medical reasons.