

● **WAGE, HOUR, AND WAGE PAYMENT LAWS (EQUAL PAY)**

*STATUTORY CITATION:* Nev. Rev. Stat. § 608.017

*GENERAL SUMMARY:* Chapter 608 of the Nevada statutes regulates wages, hours and wage payments in the state, and includes a provision outlawing wage discrimination on the basis of sex. The equal pay provision applies to all private employment in Nevada, without exception.

*SPECIFIC TERMS AND CONDITIONS:* It is unlawful for any employer to pay lower wages to one employee than the wages paid to an employee of the opposite sex in the same establishment who performs equal work which requires equal skill, effort and responsibility and which is performed under similar working conditions. The payment of unequal wages is not deemed discriminatory where such wages are paid pursuant to a seniority system, a merit system, a compensation system under which wages are determined by the quality or quantity of production, or a wage differential based on factors other than gender.

*SPECIAL NOTES OR ADVISORIES*

**CORRECTIVE ACTION** — It is unlawful for an employer to reduce the wage rate of any employee as a means of eliminating illegal wage discrimination under these provisions.

**RETALIATION** — A person may not discharge, discipline or discriminate in any manner against an employee because the employee has filed a complaint, participated in a proceeding, or exercised any other right afforded by these provisions.

*ADMINISTRATION AND ENFORCEMENT*

**PRIMARY ENFORCEMENT AGENCY** — *Office of the Labor Commissioner, Nevada Department of Business and Industry, Carson City, Nevada 89706 (775-684-1890).* The Commissioner is empowered to investigate claims of discriminatory wages and to take legal action to enforce compliance. Employers who violate the equal pay provision are liable for the unpaid wages and are also subject to criminal penalties.

**SECONDARY OR ASSOCIATED ENFORCEMENT AGENCY** — *None.*