

● PRIVATE EMPLOYMENT AGENCY LAW

STATUTORY CITATION: Nev. Rev. Stat. §§ 611.020 – 611.320

GENERAL SUMMARY: Chapter 611 of the state statutes regulates the business activities of persons, firms and other entities that, for a fee, furnish information to job-seekers enabling them to secure employment, furnish information to employers enabling them to obtain workers, or maintain a record of individuals seeking employment or workers. The term "employment agency" may include certain farm labor contractors, but it does not include employers who procure their own workers or the agents of such employers.

SPECIFIC TERMS AND CONDITIONS

LICENSING — No one may engage in the activities of an employment agency, as defined briefly above, without first obtaining a license from the state to do so.

BOND — Before a license is issued, the applicant must deposit with the state enforcement agency a \$1,000 bond or equivalent security, conditioned on compliance with the employment agency law and payable to the people of the state in the event of damages by misrepresentation, fraud, or the unlawful acts or omissions of the licensee in connection with the business for which the license is granted.

RECORDKEEPING — Every licensee must make, and retain for at least 2 years, a record of every worker who secures employment through the licensee's services. The record must include, in part, a copy of the contract between the worker and the employment agent, and the receipt given to the worker for any fees charged by the agent.

PROHIBITED PRACTICES — Among other unlawful acts, it is illegal for an employment agency or agent (1) to publish or circulate any false, fraudulent or misleading information concerning employment or labor, or (2) to send a worker to any place of employment where a strike, lockout or similar labor dispute is in progress without first advising the worker of that fact in writing.

ADMINISTRATION AND ENFORCEMENT

PRIMARY ENFORCEMENT AGENCY — *Office of the Labor Commissioner, Nevada Department of Business and Industry, Carson City, Nevada 89706 (775-684-1890).* In addition to its employment agency licensing function, this agency is responsible for monitoring licensees' business activities and investigating complaints involving employment agencies in the state. On behalf of a complainant, the agency is authorized to bring action on the bond of any licensee against whom a claim or suit has been filed, for damages arising from the licensee's business. The law also prescribes criminal penalties for violation of these provisions.

SECONDARY OR ASSOCIATED ENFORCEMENT AGENCY — *None.*