

● MINIMUM WAGE LAWS

STATUTORY CITATION: Nev. Const. Art. 15, § 16 and Nev. Rev. Stat. §§ 608.250 – 608.290

RELATED REGULATIONS: Nev. Admin. Code §§ 608.100 – 608.108

GENERAL SUMMARY: Under provisions in the state constitution, most Nevada employers who provide their employees with certain defined health benefits are required to pay their employees who are age 18 and over no less than \$7.25 per hour. Employers who do not provide such benefits must pay their adult employees at least \$8.25 an hour.

These rates are adjusted annually to track changes in the federal minimum wage or the cost of living, whichever is greater. The revised rates are published on April 1 each year and take effect on the following July 1.

PROVISIONS APPLICABLE TO AGRICULTURE: Agricultural workers age 18 and over are entitled to the applicable minimum wage, but only if they work for an employer who used more than 500 worker-days of agricultural labor in one or more calendar quarters of the preceding calendar year.

SPECIAL NOTES OR ADVISORIES

RETALIATION — Employers are prohibited from discharging an employee, reducing an employee's wages, or otherwise discriminating against an employee for using any civil remedies to enforce these provisions, or for asserting any other rights under 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).* Any worker who has been paid less than the minimum wage applicable to the job performed may file a claim with the Commissioner, who is responsible for enforcing payment of the minimum wage by the employer. The Commissioner must report all violations to the respective district attorneys, who in turn must prosecute the employers involved.

SECONDARY OR ASSOCIATED ENFORCEMENT AGENCY — *None.*

PRIVATE CIVIL ACTION — At any time within 2 years of an employer's failure to pay the required minimum wage, a worker may, through a private attorney or public legal service provider, bring suit to recover the unpaid wages.