

● **WAGE, HOUR, AND WAGE PAYMENT LAWS (*PAYMENT AND COLLECTION OF WAGES*)**

*STATUTORY CITATION:* Nev. Rev. Stat. §§ 608.016 – 608.195

*RELATED REGULATIONS:* Nev. Admin. Code §§ 608.115 – 608.160

*GENERAL SUMMARY:* Chapter 608 of the state statutes contains, along with other subject matter, provisions regulating paydays, frequency of wage payments, payment of wages at termination, method of payment, payroll recordkeeping, and charges for employer-provided meals.

*SPECIFIC TERMS AND CONDITIONS*

**PAYDAYS** — Every employer must establish and maintain regular paydays and must post notices, in at least 2 conspicuous places where they can be seen by the workers, indicating the regular paydays and place of payment.

**FREQUENCY OF PAYMENT** — All wages of workers in private employment are due and payable no less often than semi-monthly. Wages earned prior to the 1st day of any month are payable no later than 8:00 a.m. on the 15th day of that month, while compensation earned prior to the 16th are payable no later than 8:00 a.m. on the last day of the month.

**PAYMENT AT TERMINATION** — Whenever an employer discharges a worker, the worker's final wages are due and payable immediately. The unpaid compensation of a worker who quits must be paid no later than the next regular payday, or 7 days after the resignation, whichever is earlier.

**METHOD OF PAYMENT** — In general, wages must be paid (1) in lawful U.S. money, (2) by negotiable check payable without discount in lawful U.S. money, or (3) by electronic payment such as direct deposit or debit card. Electronic payment may be used only if the employee can obtain immediate payment in full, the employee receives at least one free transaction per pay period, the alternative location of payment is easily accessible, there are no other requirements or restrictions one would deem unreasonable or inconvenient, and the use of electronic payment is optional for the employee.

**RECORDKEEPING** — Every employer must maintain payroll records on each employee for each payroll period, including (1) gross cash wages, (2) deductions, (3) net cash wages, (4) hours employed per day and total hours for the pay period, and (5) the date of payment. Required payroll data must be furnished to the worker within 10 days of any such request.

**MEAL CHARGES** — The statutory provision which limits to \$1.50 per day the allowable deduction from wages for any meals provided to the worker by the employer **does not apply** to agricultural employees.

*SPECIAL NOTES OR ADVISORIES*

**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)*. A claim for unpaid wages, or a complaint charging any other violation of the wage payment and collection provisions, may be submitted to the Commissioner, who is obligated to assist in resolving the claim or complaint. The Commissioner is required to refer all violations to the respective district attorneys for prosecution.

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