



## EMPLOYER & EMPLOYEE INFORMATION ON COVID-19

### **Can an employer cut my hours or terminate my employment?**

- Yes. Nevada labor laws do not require employers to guarantee hours worked. In addition, because Nevada is an “at will” employment state, the employer or employee can terminate the employment relationship at any time with or without notice. It is recommended that employers explore other options before taking any of these actions.

### **Can an employer decrease or change my rate of pay?**

- Yes. However, Nevada law requires a 7-day written notice before a decrease in wages can take effect. (NRS 608.100)

### **Can an employer pay less than minimum wage or not pay overtime?**

- No. An employer must pay the current minimum wage of \$7.25 if health benefits are offered and \$8.25 if health benefits are not offered. Overtime is required to be paid for time worked over 8-hours in a 24-hour period if the employee makes less than \$10.875 (offered health benefits) and \$12.375 (not offered health benefits). Overtime pay is required for over 40 hours of work.

### **How often must an employee be paid?**

- Employees must be paid at least semi-monthly. (NRS 608.060)

### **When must a discharged employee be paid?**

- A discharged employee’s wages shall be due and payable immediately. If not paid within 3-days penalties may apply. (NRS 608.020 & 608.040)

### **When must a quitting employee be paid?**

- Final wages must be paid within 7-days after the employee resigns or by the next regularly scheduled payday, whichever is earlier. (NRS 608.030)

### **How often must breaks be given?**

- An employee must be given a paid, 10-minute break for each 4-hour period of work. In addition, employees are entitled to an unpaid, 30-minute meal period for each 8-hour period of work. (NRS 608.019 & NAC 608.145)

### **Does a sick employee have to report to work?**

- No. An employee is not required to be physically present at work to notify his or her employer that he or she is sick or has sustained a non-work-related injury and cannot work. (Assembly Bill (AB) 181-80<sup>th</sup> Legislative Session 2019)

### **Does an employer have to provide paid leave?**

- Yes. Effective January 1, 2020, yes, a private employer who employs 50 or more employees in the state of Nevada must provide 0.01923 hour of paid leave per hour of work performed. (Senate Bill (SB) 312-80<sup>th</sup> Legislative Session 2019)

### **Can an employer require me to stay away from work if I have recently traveled?**

- Possibly. The Centers for Disease Control and Prevention (CDC) have imposed travel advisories and identified highly impacted areas. Travel to these areas or potential exposure to COVID-19 could require the employee to stay away from the office for a designated period.

### **If I am required to stay away from the office because of recent travel will I get paid?**

- Possibly. Employers may implement policies providing paid leave consistent with SB 312 or offer more generous paid leave policies. Employees may be required to utilize paid leave or Family Medical Leave Act (FMLA) leave depending upon the duration of the employee’s absence and condition. Mandatory Quarantines may also require the employer to not count this leave against an employee and pay them for this leave or allow the employee to use paid leave.

### **Do I have to travel for work?**

- Possibly. Employers can restrict and/or cancel travel to highly impacted areas identified by the CDC or cancel travel to other areas.

### **I have a vacation scheduled and my employer is now telling me I cannot take it?**

- An employer can encourage employees not to travel to areas that have been identified by the CDC as highly impacted areas or where travel advisories have been imposed. Travel to other areas or vacations that have been previously approved should be allowed to continue. The employee and employer should monitor the website of the CDC for additional areas that could be identified as highly impacted and adjust travel accordingly.

### **Can an employer deduct cleaning costs or other charges relating to COVID-19 from my paycheck?**

- No. Written authorization including the specific amount being deducted, the purpose for the deduction, and the pay period/date in which the deduction will be made is required. (NRS 608.110 & NAC 608.160)