

## ■ MINIMUM WAGE LAWS

### TERMS:

**Minimum Wage** — Farm operators and other agricultural employers who used more than 500 worker-days of agricultural labor in any calendar quarter during the previous year — for example, 50 workers employed for 10 days, 20 workers employed for 25 days, or any other such combination occurring from January through March, April through June, July through September, or October through December — are required to pay their adult agricultural workers no less than the state minimum wage.

Currently the state minimum wage is \$7.25 in the case of employers who provide their employees with health benefits, and \$8.25 for employers who do not provide health benefits.

**Exception** — The minimum wage *does not apply* to workers under the age of 18.

**ENFORCEMENT:** *Office of the Labor Commissioner, Nevada Department of Business and Industry, Carson City, Nevada 89706 (775-684-1890).*

As an alternative to filing a wage claim with the state agency, the law gives workers the right to sue the employer in civil court to collect unpaid minimum wages, using a private attorney or a public legal services program. A lawsuit to collect unpaid minimum wages must be filed within 2 years after the wages were first due.

**SPECIAL NOTE:** Employers are prohibited from firing a worker, reducing a worker's wages, or otherwise discriminating against a worker for filing an administrative or civil court complaint to enforce payment of the minimum wage.