

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

TERMS:

**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 must be paid no less often than twice a month. Wages earned before the 1st day of any month are payable no later than 8:00 a.m. on the 15th day of that month, while wages earned before the 16th are payable no later than 8:00 a.m. on the last day of the month.

**Payment at Termination** — Whenever an employer fires or lays off a worker, or whenever the job ends, the worker's final wages must be paid 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 check, payable in lawful U.S. money, or (3) by electronic payment such as direct deposit or debit card.

Electronic payment may be used only if (1) the worker can obtain immediate payment in full, (2) the worker receives at least one free transaction per pay period, (3) the ATM or other location where wages may be accessed in cash is conveniently located, (4) there are no other unreasonable or inconvenient requirements or restrictions, and (5) the use of electronic payment is optional for the worker.

**Recordkeeping** — Every employer must maintain payroll records on each worker 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.

**ENFORCEMENT:** *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 must assist in resolving the claim or complaint.

**SPECIAL NOTE:** An employer may not fire, discipline or discriminate against a worker because the worker has filed a complaint or made use of any other right granted by this law.