

MEMORANDUM

TO: Mike Bishop, Mandatory Poster

FROM: Rhonda R. Ames

RE: Nevada

DATE: August 1, 2008

The following provides the required posters for the state of Nevada, as well as information regarding the flyer.

POSTERS

RULES TO BE OBSERVED BY EMPLOYERS - MINIMUM WAGE

This poster can be found at the URL address of: <http://www.laborcommissioner.com/forms.htm>
From this URL address, you will find the poster under the heading of Forms for Employers.

There are textual changes in paragraph 5 regarding the new minimum wage rate, and the date of its effectiveness. Therefore, please make the following changes to paragraph 5:

July 1, 2007	-	should be July 1, 2008
\$5.30	-	should be \$5.85
\$6.33	-	should be \$6.85

Print the **MINIMUM WAGE 2008 ANNUAL BULLETIN**. This needs to be added to the poster. The Minimum Wage Bulletin has been updated for 2008. The 2008 Wage bulletin can be found at the URL address of:

<http://www.laborcommissioner.com/docs/4-1-08%20Minimum%20Wage%20Bulletin.doc>

There have been changes made to the poster in regard to the hourly rates and the internet address reference. Therefore, I would suggest that MPA reprint the poster.

LIE DETECTOR TESTS

This poster is found at the following URL address:

<http://www.laborcommissioner.com/docs/liedetector.doc>

It appears that the poster has changed slightly. At the bottom of the poster, MPA currently has one long sentence in Spanish. That sentence needs to be deleted.

Further, at the bottom of the poster, it should now read:

“For additional information contact our offices at 702-486-2650 in Las Vegas or 775-687-4850 in Carson City or via Email at labor@govmail.state.nv.us”

UNEMPLOYMENT INSURANCE

This poster is found at URL: <https://uitax.nvdetr.org/crppdf/nucs-4324.pdf>

I have finally found the required poster for Unemployment Insurance and have attached it to this memorandum. Please print the poster in its entirety.

INFORMATION FOR THE UNEMPLOYED WORKER

The poster is found at URL: <http://www.nvdetr.org/uiben/forms/nucs-4139.PDF>

This poster may be deleted since much of the information is the same as that provided in the Unemployed Insurance poster.

OSHA POSTER

The URL's for the OSHA poster are:

<http://4safenv.state.nv.us/poster.pdf> (English)

<http://4safenv.state.nv.us/spposter.pdf> (Spanish)

The poster is correct as is.

Please note that it is required that the poster be at least 8.5 x 14. The size of the print must be at least 10 point type. The caption or heading on the notice must be printed in not less than 36 point type.

WORKERS' COMPENSATION POSTER

The poster is found at URL: <http://dirweb.state.nv.us/Forms/d-1.pdf>

It appears that the poster was revised October 2007. There are a few minor changes to the poster. Please revise the paragraph entitled “Nevada Attorney for Injured Workers (NAIW)” to read:

“If you disagree with a hearing officer decision, you may request that NAIW represent you without charge at an Appeals Officer hearing. NAIW is an independent state agency and is not affiliated with any insurer. For information regarding denial of benefits, you may contact the NAIW at: 1000 E. William Street, Suite 208, Carson City, NV 89075, (775) 684-7270, or 2200 S. Rancho Drive, Suite 230, Las Vegas, NV 89102, (702) 486-2830.”

Also, at the very bottom, please add one more line to read “Telephone Number: _____”

Please note that it is required that the title of the poster must be printed in not less than 20-point bold type. The required statement concerning questions and problems relating to claims must be printed in not less than 12-point bold type. The text appearing on the remainder of the poster must be printed in not less than 10-point type. The poster must be at least 11 inches by 17 inches in size.

NOTICE TO EMPLOYEES (re: workers compensation & tips).

The poster is found at URL: <http://dirweb.state.nv.us/FORMS/d-22.pdf>

The poster language is fine as is. However, from the posting requirements, it appears that this poster must be 8.5 x 11. MPA's version still does not meet this requirement, despite the 2007 memorandum noting changes to posters.

PAYDAY NOTICE

I have not found a poster regarding the payday notice. However, pursuant to NRS 608.080, an employer is required to post in at least two conspicuous places, a notice setting the regular paydays and the place of payment.

I would also recommend revising the language in your Notice to read:

“Pursuant to NRS 608.080, every employer shall establish and maintain regular paydays as provided in this chapter and shall post and maintain posted notices, printed in plain type or written in plain script, in at least two conspicuous places where such notices can be seen by the employees, setting forth the regular paydays as prescribed in this chapter and the place of payment, which must be within the Justice Court precinct in which such services were performed. After an employer establishes regular paydays and the place of employment, the employer shall not change a regular payday or the place of payment unless, not fewer than 7 days before the change is made, the employer provides the employees affected by the change with written notice in a manner that is calculated to provide actual notice of the change to each such employee.”

DISCRIMINATION PROHIBITED

The poster is found at URL: <http://detr.state.nv.us/nerc/NERC0002-EnglishPoster.pdf>

The poster language is correct as is.

FLYERS

Wage & Hour - The flyer language is correct as is.

Lie Detector Tests - The flyer language is correct as is.

Unemployment Benefits - The flyer language is correct as is.

Safety & Health Protection - The flyer language is correct as is.

Workers Compensation - The flyer language is correct as is.

Add:

Notice of Paydays (Nevada Revised Statutes §608.080)

“Every employer shall establish and maintain regular paydays as provided in this chapter and shall post and maintain posted notices, printed in plain type . . . in at least two conspicuous places where such notices can be seen by the employees . . .”

Other Information:

Discrimination (Equal Rights Commission) - I was unable to verify the language that MPA had on its flyer. Therefore I called and spoke with the Nevada Equal Rights Commission seeking the statutory requirement that requires this poster. I was advised that there is no Nevada statutory requirement for this poster. However, they indicated that it would be a violation with the Equal Employment Opportunity Commission at the federal level.

The text of the federal poster and the Nevada poster are different. Therefore, I would recommend that MPA list the **Discrimination (Equal Rights Commission)** as an **Also Included** on the Nevada flyer.