



# ATTENTION NEVADA EMPLOYERS

Our goal as your **RELIABLE** labor law poster company is to ensure that you are always in compliance! We would like to make you aware that there may be **other requirements** your company is subject to in addition to posting your labor law posters in a conspicuous location.

- Per the Pregnant Workers' Fairness Act, employers should also provide a written or electronic notice to employees stating that a female employee has the right to a reasonable accommodation for a condition related to pregnancy, childbirth, or a related medical condition. The notice, provided by the state, should be given:
  - To a new employee upon commencement of employment; **and**
  - Within 10 days after an employee notifies the employer that she is pregnant.
- Ask your workers' compensation insurance carrier if you should:**
  - Fill in the requested information about your company and its insurance coverage on the "**Brief Description of Your Rights and Benefits**" **workers' compensation** notice on the enclosed Nevada poster, **OR**
  - Obtain and post the workers' compensation poster your insurance carrier provides that has your specific company information on it.
- "Every employer shall establish and maintain regular paydays...and shall post and maintain posted notices...in at least **two** conspicuous places...setting forth the regular paydays...and place of payment" according to N.R.S.A. 608.080. For your convenience, we are providing a sample **Payday Notice** below. Just fill it out as appropriate, copy, and post.
- Two of the notices included on your Nevada poster must also be posted as follows:
  - **Nevada OSHA ("Safety and Health on the Job")** – "Where separate activities are performed at a single physical location...separate notices must be posted at the site of each activity."
  - "**Notice of Limitations Affecting the Application of Lie Detector Tests**" – Must be posted for applicants, in addition to employees. You can order additional Nevada posters by calling us at (800) 322-3636 or download copies of the OSHA notice and the Lie Detector Tests notice from our Free Specialty Labor Law Posters page: <https://www.postercompliance.com/labor-law-posters/free-specialty-labor-law-posters/>
- If applicants for employment are normally seen in an area **other than where you post your federal labor law poster**, you need to post four federal notices in this area where applicants can easily see them. Poster Compliance Center publishes a Federal Applicant Edition poster that includes all four of these notices. Call Customer Service at (800) 322-3636 if you would like to order this poster.
- If your state has an **E-Verify law** (used to determine if workers are eligible for employment), covered employers must register for E-Verify through the U.S. Department of Homeland Security (DHS) and must post required participation posters.
  - Only employers who have registered should post the required posters, which can be downloaded free during registration.
  - DHS prohibits commercial sale of these posters by third parties.

For these reasons E-Verify posters are not included on our state posters. For further information or to register for E-Verify, go to the DHS E-Verify home page at [www.e-verify.gov/](http://www.e-verify.gov/) or call 888-464-4218.
- Your state has a new indoor **No Smoking or Vaping law**, and covered employers must post required signs at every entrance to their places of business. Poster Compliance Center offers Free Specialty Posters that include a generic No Smoking or Vaping sign on our Free Specialty Labor Law Posters page at the following address: <https://www.postercompliance.com/labor-law-posters/free-specialty-labor-law-posters/>

Poster Compliance Center publishes labor law posters that include all general required notices for employers. Depending on a company's industry, type of commerce, sector, location, or workforce, **additional specialized notices may be required** by federal, state, or local governments or agencies. Examples could include notices for a municipality, notices for federal contractors, notices that must be posted for the public or job applicants (in addition to those posted for employees), a labor law notice required in another language for employees who do not speak English, public sector notices, signage that must be posted at a specific location in your business such as the entrance, or a notice that can only be obtained through an insurance company.

DISCLAIMER: This product is not intended to provide legal or financial advice or substitute for the advice of an attorney or advisor.

NVSL (4-22)

## Notice of Paydays

Regular paydays for employees of \_\_\_\_\_  
(Firm Name)

shall be as follows: \_\_\_\_\_

This is in accordance with N.R.S.A. 608.080.

By \_\_\_\_\_ Title \_\_\_\_\_

PLEASE POST