

Nevada labor law checklist 2026

Minimum wage	\$12.00 an hour.
Tipped cash wage	\$12.00 (no tip credit)
Next change	None scheduled
Overtime	Overtime after 40 hours in a week, and after 8 hours in any 24-hour period for employees paid less than 1.5 times the minimum wage (\$18.00 an hour). Employers and employees can agree in writing to four 10-hour days.
Exempt salary test	Federal \$684 a week (\$35,568 a year).
Meal breaks	A 30-minute meal period for 8 continuous hours of work, for employers with 2 or more employees.
Rest breaks	A paid 10-minute rest break for each 4 hours worked or major fraction of 4 hours.
Final pay if fired	Immediately. Penalties start if wages aren't paid within 3 days.
Final pay if they quit	By the next regular payday or within 7 days, whichever comes first.
Unused PTO	Not required by state law. Follow your written policy or contract, and apply it consistently.
Paid sick leave	Paid leave for any reason: employers with 50 or more employees provide at least 0.01923 hours per hour worked, about 40 hours a year.
Paid family leave	No state paid family leave program. The federal FMLA gives eligible employees of employers with 50 or more employees up to 12 weeks of unpaid, job-protected leave.
Pay transparency	Applicants who finish an interview must be given the pay range for the job. Employers can't ask about salary history.
New hire reporting	Report each new hire within 20 days of the hire date, the federal deadline.
State income tax	No state income tax on wages.
State agency	Nevada Labor Commissioner: https://labor.nv.gov

What trips up Nevada employers

- ☐ Daily overtime applies after 8 hours for employees paid under \$18.00 an hour.
- ☐ No tip credit: tipped employees get the full \$12.00 before tips.
- ☐ After an interview, applicants are entitled to the job's pay range.
- ☐ Check the minimum wage on January 1 and July 1, and update payroll and posters.
- ☐ Confirm final pay timing before every termination meeting.

All 50 states and DC, comparison tables, and a free CSV: hrtally.com/state-labor-laws

Compare HR and payroll software for multi-state employers at www.hrtally.com