



Building a Sustainable Future for Nevada



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HAVE A SUGGESTION FOR THE NEXT ISSUE?

Send us an e-mail and let us know!

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Message from Chair Kent Lay

As Nevada embraces the opportunities that come along with growth in the construction industry, now, more than ever, the shortage of skilled labor is at the forefront of discussions.

Local and state leaders are analyzing workforce data to identify innovative solutions to reignite a focus on skilled trades as a viable career path. Through each of these actions there is a common understanding that something must change if we are to maintain the state's infrastructure and construction-related services for generations to come.

The Contractors Board and the Commission on Construction Education have been working to increase awareness of the value of a career in construction.

Over the past year, the Board has participated in a number of construction workforce panel discussions at elementary, middle, and high schools. Each event is an opportunity to engage with students, help them see how their interests align with opportunities available in construction, and share personal anecdotes that seek to inspire their considerations for viable career paths after graduation. And let me tell you, our future looks bright. Coming up the ranks are passionate young adults who are eager to make a difference in their communities.

Our Board was also proud to host its first "Hammers and Hope" event in partnership with the National Association of Women in Construction, Las Vegas Chapter, which took place on March 5, 2020. The event, aligned with National Women in Construction Week, helped connect over 200 women throughout the community with professional mentors and construction career opportunities and resources.



The Commission on Construction Education, established in 2001, has distributed more than \$3.8 million in grants to eligible recipients to support construction education programs among all age groups, populations, and trade-specific apprentices and practitioners.

The Commission's strategic plan outlines three main goals:

1. Support education and training programs that attract and retain workers in the construction industry;
2. Promote educational programs that teach youth and their guardians about the importance and advantages of a career in the construction industry, including earning potential and work fulfillment; and
3. Maintain a grant application process that is efficient, fair and transparent.

If you are interested in serving on the Commission on Construction Education, we encourage you to **submit your application** to Governor Sisolak (www.gov.nv.gov --> Boards)

There's certainly no shortage of ingenuity or effort when it comes to workforce solutions. Staying the course and working together will be our greatest success as an industry.

Message From Executive Officer Margi Grein

The end of the second quarter welcomed the beginning of a new decade and a “fresh start” for envisioning what the next ten years will hold for Nevada’s construction industry.

At the forefront of our strategic initiatives are efforts to automate the Board’s licensing forms and new license application process. The Board understands the value and importance our customers place on the ability to complete forms online, and looks forward to making this service available in the near future.

We are also committed to making continued improvements to the way we conduct business. Doing so requires ongoing research into the best practices taking place in other regulatory boards across the nation, evaluation of our own processes and programs to identify opportunities to streamline information where possible, and most importantly, listening to the feedback of our customers. Such changes may be addressed internally, through rulemaking to amend existing regulations, or may require legislative action, which could be pursued during the 2021 Legislative Session.

In addition to our licensing initiatives, the Contractors Board has also been investing in its Fraud Unit, which is responsible for investigating fraudulent construction activities alleged against licensed and unlicensed contractors. This unit offers a unique resource to the industry that would otherwise be left



to local or state enforcement agencies to resolve. Often, these cases concern allegations of misuse of funds, theft, unfair business practices, and other matters that extend beyond workmanship, money owing, or violations of industry regulations.

This year, I’m proud to share that our Board has established a Joint Task Force with the Labor Commissioner’s Office, which seeks to enhance the development and sharing of information necessary to combat the underground economy, improve coordination of enforcement activities, and develop methods to pool, focus, and target enforcement resources.

Enhancing and promoting the integrity of the construction industry will be a highlight of our initiatives in the months ahead. As work continues to flourish throughout the state, the expectations on contractors to fulfill their statutory responsibilities becomes even greater. We hope this new Task Force will not only strengthen

our investigative efforts, but serve as a platform to share valuable information with licensees on staying compliant with state agency requirements.

Lastly, I want to encourage you to like the Board’s Facebook page and subscribe to get updates on Board meetings and receive our publications electronically. Each source of information provides an opportunity for you to share knowledge with others.

Our social media posts help inform consumers on the importance of hiring licensed contractors, provide tips on verifying a license, and highlight the warning signs of unlawful construction activities. We also use these platforms to share events and activities the Board is engaged with and how the public can get involved.

Our Horizon publication includes valuable resources for contractors that can be shared with co-workers and employees to help strengthen the integrity of the industry. Passing this information along to others could help them stay in compliance or become aware of information they may not have known.

With just the click of a button, you become part of the Contractors Board mission to safeguard the public and promote the integrity of the construction industry.

I appreciate your interest in the Board’s activities and look forward to sharing more with you in the future!

Margi A. Grein

Licensing Department

NSCB's Licensing Department is responsible for processing license applications and ensuring all necessary qualifications are met. Applicants are encouraged to attend the Board's Business Assistance Program offered once a month in each of the Board's offices, which guides applicants through key areas of the application, experience qualifications, and exam and bonding requirements.

LICENSING STATISTICS, OCTOBER 1 TO DECEMBER 31

New License Applications	488	Active License Renewals	1,426
Issued Licenses	282	Inactive License Renewals	50
Change Applications:	642	Application Denial Hearings	9
Active Licenses	16,304	Financial Responsibility Hearings	2
Inactive Licenses	454	CMS Exams	306
Placed on Inactive Status	46	Trade Exams	312
Voluntary Surrender	40	Single-Project Limit Increases	26
Licenses Cancelled	139	Licensure by Endorsement	74
License Suspensions (no bond)	150	(15% of all new license apps)	

Top License Classifications Issued During 2nd Quarter

Primary Classification	Trade	2nd Quarter 2019-20		
		In State	Out of State	Total
B	General Building	32	30	62
A	General Engineering	16	20	36
C-2	Electrical	17	14	31
C-3	Carpentry	17	7	24
C-4	Painting	16	4	20
C-14	Steel Reinforcing & Erection	10	9	19
C-5	Concrete	11	2	13
C-21	Refrigeration & Air Conditioning	11	2	13
C-18	Masonry	5	2	7
C-1	Plumbing	5	1	6
C-10	Landscape	0	6	6
C-16	Finishing Floors	5	1	6

282 NEW LICENSES ISSUED

- In-State = 175 (62%)
- Out-of-State = 107 (38%)

Board Proposes New Regulations



The Contractors Board held a public workshop and hearing on proposed changes to the Board's rules of practice. A copy of the accepted change can be found on the Board's website.

Investigations Department

NSCB's Investigations Department responds to all complaints against licensed and unlicensed contractors. The Board assists homeowners and licensed contractors with contracting matters, such as workmanship issues, abandonment, money owing complaints, violations of industry regulations, and allegations of fraudulent construction activities. After gathering evidence against unlicensed contractors, the Board may issue an Administrative Citation or may submit a case to the local district attorney, who may file and prosecute misdemeanor, gross misdemeanor or felony charges.

**OCTOBER 1 -
DECEMBER 31**

580 Complaints Opened

- 174 Workmanship
- 167 Industrial Regulation
- 131 Contracting without a License
- 59 Unlawful Advertising
- 49 Money Owing

75 Citations Issued

- 44 administrative citations issued to licensed contractors
 - \$82,350 in fines
 - \$16,666 in costs
- 31 administrative citations issued to unlicensed contractors
 - \$85,500 in fines
 - \$12,652 in costs

39 Disciplinary Hearings

- 17 Licenses Revoked
- 23 Cases assessed fines & costs
 - \$58,250 in fines
 - \$32,919 in costs

41 criminal affidavits filed with district attorney's offices

71 cease & desist orders issued to unlicensed contractors

Board refers Sparks contractor for prosecution

The Nevada State Contractors Board revoked Reno Patio & Fireplaces' three licenses and fined the contractor nearly \$73,000 at a disciplinary hearing on January 22. The Sparks-based company, operating under the legal name Affordable Patio & Sunrooms, was found in violation of numerous Nevada statutes, including four counts each of abandoning construction projects, stopping work on projects after receiving payment, failure to prosecute projects with due diligence and diversion of money or property.

The Board revoked license numbers licenses, 56075 (prefabricated structures; awnings and louvres), 71993 (installing heaters) and 72332 (carpentry maintenance and small repairs).

While the charges were the result of the Board's initial investigation into six cases involving the company and its owner, Richard Taylor, it has since identified more than 30 potential victims. In ordering the licenses revoked and issuing the fine, Administrative Law Judge Noah Allison also referred the cases to the Washoe County District Attorney for possible criminal prosecution.

Affected customers may be eligible to file claims with the Residential Recovery Fund.

Governor appoints Menzies to Board

Governor Steve Sisolak announced the appointment of Steve Menzies to the Nevada State Contractors Board (NSCB) for a three-year term, which will expire Oct. 31, 2022.

“The Nevada State Contractors Board welcomes Mr. Menzies and the expertise he brings to the Board,” NSCB Executive Officer Margi Grein stated. “We are confident his diverse construction background and longevity in Nevada’s construction industry will continue to provide a balanced and thoughtful approach to decisions made by the Board.”

Menzies has over 40 years



STEVE MENZIES

of experience in construction, home building and land de-

velopment. He is the principal and qualified individual on 14 Nevada contractor’s licenses, including, Focus Concrete, LLC, Focus Electric, LLC, Focus Framing Door & Trim, LLC, Focus Fire Protection, LLC, and GTI.

Menzies employs more than 1,800 workers across the state and is a member of the Southern Nevada Homebuilders Association and the Nevada Subcontractors Association.

The Contractors Board comprises seven members, including six licensed contractors and one representative of the public.

Patriot program links employers to vets

Landing a good-paying job can be a challenge, particularly for military members transitioning from service to civilian life. That’s in part what the Patriot Employer Program seeks to address.

The Patriot Employer Program provides employers with the tools and knowledge to hire and retain veterans. Just as important, it also demonstrates to Nevada businesses the benefits of utilizing men and women who have served.

The benefit of hiring veterans goes far beyond tax breaks and incentives. Anyone who has served in the military is familiar with discipline and teamwork. They have respect for policies and procedures and



PATRIOT
Employer Program

they know the importance of overcoming adversity to complete the mission.

Most former military are comfortable with technology and have been in positions where they had to learn new skills or adapt quickly. They also come with a set of values including integrity, honesty, and trustworthiness that would make any business or company proud.

The Patriot Employer Pro-

gram provides businesses with a toolkit. Employers also receive knowledge through an online course. Upon completion of the course, that business is eligible to receive a decal and certificate, signed by the Governor, and presented in a ceremony, to be proudly displayed.

For more information on the Patriot Employer Program, visit <https://veterans.nv.gov/employers/patriot-employer-program>.

Recovery Fund celebrates milestone

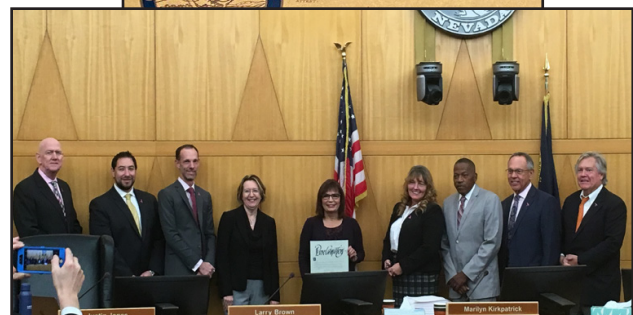
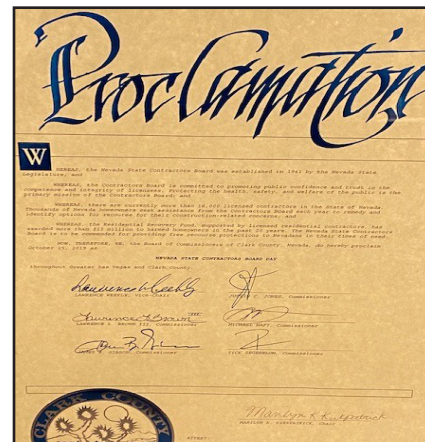
October 1, 2019 marked the 20th anniversary of the Nevada State Contractor Board's Residential Recovery Fund. In recognition of the passage of this landmark legislation, the Board received two proclamations from state and local leaders.

The first was presented by the Clark County Commission and Chairwoman Marilyn Kirkpatrick, who proclaimed October 15th as Nevada State Contractors Board Day, and the second was presented by Governor Steve Sisolak in Carson City, who recognized the 20th anniversary of the Residential Recovery Fund.

Both events were well-attended celebrations, with Executive Officer Grein highlighting the value of the Recovery Fund and sharing testimonials with legislators, dignitaries, and the attending public.

Since its inception in 1999, the Residential Recovery Fund has received roughly 1,800 claims and has awarded more than \$12 million to homeowners who have suffered financial harm during their project with a licensed Nevada contractor.

Established during the 1999 Legislative Session to provide recourse for homeowners unable to have their concerns resolved by their contractor during the investigative process, the Recovery Fund was introduced through Assembly Bill 636, sponsored by Assemblywoman Barbara Buckley. Ms. Buckley attended the Clark County Commission event held during the 2nd quarter, where she shared her insights and experiences with implementing the Residential Recovery Fund 20 years ago.



Scammers hijack contractor web ads

A common internet advertising scam is targeting garage door repair companies and other contractors. During routine examination of ads on Google and Bing, the Nevada State Contractors Board's Special Investigations Unit detected the "mapscamming" scheme in which individuals hijack legitimate contractors' listings on Google Maps and other sites, replacing contact information with their own.

The ads themselves are legitimate, posted by properly licensed Nevada contractors. However, the scammer changes the local telephone number to one with a toll-free 888 prefix.

Unsuspecting customers, assuming they are calling the qualified contractor, are duped into setting an appointment with the fraudster. The perpetrator

Use 4 digit dates on documents

When writing checks or signing documents this year, take care to format the date using four digits for the year. If you just format the date with the last two digits, "20," it can be altered to a year in the past or future: 2019 or 2021. This can make it possible for people to cash checks long after they are issued, make it appear payment was rendered well in the past, or alter the integrity of business documents.

arrives and tells homeowners that he is subcontracting for the real contractor. He then often performs standard work, presents a bill with inflated rates for parts and labor and demands to be paid directly in cash or via check.

The scam harms homeowners, who overpay for inferior work. It also costs legitimate contractors by taking business away and tarnishing their reputations among customers who believe them responsible for the faulty work.

The ploy has been used to

target locksmiths, towing services, plumbers, and other "duress verticals" that customers call during an emergency and may not take the time to fully vet.

Contractors are reminded to "claim" their business listings on all search engines, creating separate entries for all store locations and offices. Tie these claims to an email address that is actively monitored. The search sites will notify the registered claimant by email to verify any attempted changes are authorized.

Homes, businesses sought for stings

The Nevada State Contractors Board is seeking locations for its unlicensed contractor sting operations. Homeowners, business owners and residential property developers interested in volunteering their sites can contact the Board's Director of Investigations, Paul Rozario.

Investigators in the Contractors Board's Reno and Henderson offices conduct stings throughout the state. Recently constructed homes

and vacant small business premises and offices are ideal locations for the undercover operations.

During a sting, investigators pose as property owners. They schedule appointments with suspected unlicensed individuals to visit the location and provide estimates. It is illegal in Nevada to perform any construction or repair project valued at more than \$1,000, or any plumbing, heating, electrical, HVAC work, regardless of cost,

without a license. "Unlicensed contractors often do not carry workers' compensation insurance and have not proven their experience in the trade they are performing. This puts consumers' finances and possibly their physical safety in jeopardy," Grein said. "In addition, home repair and improvement projects performed by unlicensed contractors greatly reduces the options available to consumers to remedy issues that may occur during a project."

FEMA bolsters post-disaster construction standards

The Federal Emergency Management Agency has added several International Code Council codes to its list of required standards. The changes are aimed at advancing national resiliency and reducing community risk before and after disasters.

FEMA's Public Assistance Program provides an average of \$4.7 billion in assistance each year to state and local governments and private nonprofit organizations. Through the PA program, following a federal emergency declaration, FEMA offers grants to eligible communities for debris removal, life-saving emergency protective measures and the repair, replacement, or restoration of disaster-damaged publicly-owned facilities and infrastructure to respond and recover from major disasters.

The damage caused by wildfires in both California and Australia and the aftermath of the recent earthquakes in Puerto Rico underscore the importance of this updated policy, according to the International Code Council. The policy's updates will require for the first time that construction projects undertaken under the auspices of a FEMA grant adhere to new standards:



FEMA

- International Wildland Urban Interface Code, which requires ignition-resistant construction in fire prone areas
- International Mechanical Code and International Fuel Gas Code, which require mechanical gas and electrical connections be tied down so as not to sever during seismic events
- International Plumbing Code, which includes provisions to keep piping intact following seismic events, prevent erosion following flooding, and ensure rain loads do not exceed roof carrying capacities.

Adherence to the codes will be required for federally supported construction of buildings and structures that support electric power, potable water and wastewater infrastructure. The updated policy also requires construction adhere to several additional I-Codes and Standards and continues to require the current

editions of the International Building Code, International Residential Code and International Existing Building Code.

FEMA is using the I-Codes as minimum standards for post-disaster construction to increase the resilience of communities after a disaster, protect lives and property, and reduce future vulnerability of disaster-damaged facilities and the need for future federal disaster recovery funding. Studies consistently endorse the adoption and implementation of current building codes as one of the strongest defenses against natural disasters and a cost-effective method for protecting important community functions including homes and businesses. The congressionally-established National Institute of Building Sciences found that up to date model building codes save \$11 for every \$1 invested through earthquake, flood, and wind mitigation benefits, with a \$4 to \$1 wildfire mitigation benefit.

Board speakers available for events

Is your homeowners, service or industry group looking for information regarding contractor requirements, consumer protection, or the fight against unlicensed contractors?

The Nevada State Contractors Board can help. The Board's licensing, enforcement, and public information departments makes their subject matter experts available free for presentations, panels, and trade shows.

"Public outreach is an area of particular focus for the Contractors Board as we move into a new decade," said Board Executive Officer Margi A. Grein. "With unscrupulous individuals seeking to take advantage of seniors and homeowners contemplating repairs and improvements, there is a continuous need for industry advocacy and consumer information."

The Board has developed several discussion topics and multimedia presentations suitable for a variety of audiences. Over the past year, agency employees have delivered talks to Kiwanis, Lions, and other service clubs, chambers of commerce,

homeowners associations, real estate agents, county and city personnel, industry groups, and more. Topics include:

- An overview of the Board's consumer protection services
- The importance of hiring only licensed contractors
- Staying in compliance and avoiding common violations
- Protecting yourself against home improvement scams
- How legitimate, licensed contractors can join the fight against unlicensed activity
- Filing a complaint
- Verifying licenses and vetting contractors
- Recent changes in state laws and regulations, and how they affect contractors

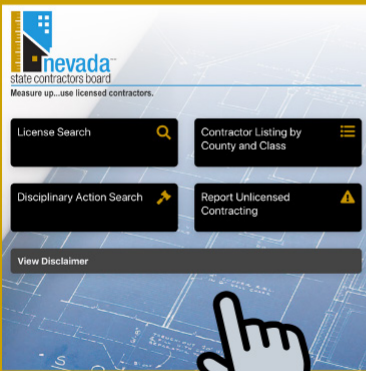
Board staff also is available to speak to middle school and high school career education classes, trade schools, and college classes about the career opportunities available in the construction industry.

"We are eager to educate seniors, homeowners, students, and the industry on the work the Contractors Board does to ensure the public's safety and welfare, and to advocate for a construction industry that is instrumental in the state's economic growth and wellbeing," Grein said.

To invite a Contractors Board representative to speak at your member luncheon, trade show, school, senior center, homeowner expo, service club meeting, etc., contact Public Information Officer Jennifer Lewis at 702-486-1139 or jlewis@nscb.state.nv.gov.

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- Quickly verify a contractor's license.
- Find local contractors using the county and classification search feature.
- Report unlicensed contracting!

www.nscb.nv.gov - (702) 486-1100 - (775) 688-1141

Board revokes, fines licensees

The Nevada State Contractors Board disciplined licensed contractors for violations of Nevada Revised Statutes Chapter 624 during hearings held in October, November and December.

Altaray NV, LLC, license number 83657 (electrical) based out of American Fork, Utah, was found in violation for failure to prosecute a contract with reasonable diligence, failure to comply with the terms of a contract, disregard of the state's building laws, failure to establish financial responsibility and committing a fraudulent or deceitful act. The license was revoked. Licensee was fined \$10,000 and assessed investigative costs.

Custom Coatings, LLC, license number 78265 (painting and decorating) based out of Reno, Nev., was found in violation for failure to establish financial responsibility, failure to keep in force a bond or cash deposit, failure to comply with a Board request for information and failure to cooperate in the investigation of a complaint. The license was revoked. Licensee was fined \$1,100 and assessed investigative costs.

IMC Industries, LLC, license numbers 74233 (residential and small commercial) and 80477 (painting and decorating) based out of Las Vegas, Nev., was found in violation for failure to maintain proof of industrial insurance and failure to comply with the Board's request for information. The licenses were revoked. Licensee was fined \$300 and assessed investigative costs.

Las Vegas Home Theaters, LLC, license number 83851 (low voltage electrical) based out of Las Vegas, Nev., was found in violation for diversion of money and failure to establish financial responsibility. The license remains suspended and will be revoked if restitution of \$5,000 is not paid within 30 days of the Oct. 16 hearing. Licensee was fined \$5,500 and assessed investigative costs.

Great West Asphalt, LLC, license number 78633A (paving of streets, driveways and parking lots; sealing and striping of impermeable surfaces) based out of Las Vegas, Nev., was found in violation for failure to cooperate in the investigation of a complaint and failure to comply with the Board's request for information. Licensee was fined \$500 and assessed investigative costs.

Flooring USA, LLC, license number 82309 (finishing floors) based out of Las Vegas, Nev., was found in violation for knowingly entering into a contract with an unlicensed person, substandard workmanship, bidding in excess of the monetary limit and failure to establish financial responsibility. The license was suspended. Licensee was fined \$4,500 and assessed investigative costs.

Lynn House Movers, LLC, license number 79860 (movement of buildings) based out of Fallon, Nev., was found in violation for failure to prosecute a project with reasonable diligence, failure to comply with a notice to correct and contracting beyond the scope of the license. The license was placed on probation. Licensee was fined \$3,000 and assessed investigative costs.

CR Construction, LLC, dba C1 Construction, license numbers 78295 (residential and small commercial) and 80606 (refrigeration and air conditioning) based out of Las Vegas, Nev., was found in violation for failure to notify the Board of a change in address or personnel, failure to respond to a written request from the Board, misrepresentation of a material fact, and failure to establish financial responsibility. The licenses remain revoked. Licensee was fined \$850.

Backyard Connection, LLC, license number 67813 (landscape contracting) based out of Henderson, Nev., was found in violation for failure to comply with a notice to correct, sub-

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standard workmanship, and failure to comply with a Board request for information or records. Licensee was fined \$2,500 and assessed investigative costs.

Image Electric, Inc., license numbers 51403A (electrical) and 82071 (refrigeration and air conditioning) based out of Las Vegas, Nev., was found in violation for failure to comply with a written request from the Board. Licensee was fined \$250 and assessed investigative costs.

Perfect Home Construction, LLC, dba Custom Fit Construction, license number 83438 (residential and small commercial) based out of Henderson, Nev., was suspended pending a hearing scheduled for Dec. 18.

MRC Builders, LLC, license numbers 72390 (residential and small commercial), 72448 (carpentry, maintenance, and minor repairs), 72449 (concrete), 79960 (finishing floors), 79961 (installing terrazzo and marble) and 79962 (til-

ing) based out of Las Vegas, Nev., was found in violation for disregard of the state's building laws, failure to establish financial responsibility, failure to notify the Board of a change of address or personnel, failure to comply with a notice to correct, contracting beyond the scope of the license, substandard workmanship, failure to cooperate in the investigation of a complaint, and failure to comply with a request from the Board. The licenses were revoked. Licensee was fined \$7,000 and assessed investigative costs.

CNS Construction, license number 48077 (residential and small commercial) based out of Las Vegas, Nev., was found in violation for disregard of safety or labor laws, failure to establish financial responsibility and failure to comply with a Board request for information or records. The license was revoked. Licensee was fined \$1,750 and assessed investigative costs.

Carrasco Concrete, Inc., license number 50876 (concrete) based out of Searchlight, Nev.,

See DISCIPLINE, page 14



The advertisement features a central image of a person's hands typing on a laptop. The laptop screen displays the Nevada State Contractors Board logo, which includes a stylized house icon and the text 'nevada state contractors board'. To the right of the laptop, a yellow hard hat and a pair of glasses are visible on a desk. The background is a clean, light-colored surface.

Save Time - Renew Your Contractor's License Online!

<http://nscb.nv.gov/#online>

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was found in violation for disregard of safety or labor laws, failure to establish financial responsibility and failure to comply with Board regulations. The license was revoked. Licensee was fined \$1,500 and assessed investigative costs.

Spike Construction, Inc., license numbers 59148 (residential and small commercial) and 62942 (masonry) based out of Las Vegas, Nev., were suspended pending a hearing scheduled for February 19, 2020.

Solcius, LLC, license number 83183 (electrical) based out of Provo, Utah, was found in violation for failure to include the license number and monetary limit on a bid or contract. Licensee was fined \$1,000 and assessed investigative costs.

Mechanical Technologies Corp., license number 50884 (refrigeration and air conditioning) based out of Campbell, Calif., was found in violation for failure to establish financial responsibility and failure to comply with a written request from the Board. The license was suspended. Licensee was fined \$2,000 and assessed investigative costs.

Ranger Construction, license number 66473 (residential and small commercial)

based out of Reno, Nev., was found in violation for bidding in excess of the license limit. Licensee was fined \$2,000 and assessed investigative costs.

Island Springs, LLC license number 68840 (pool and spa maintenance and repair) based out of Las Vegas, Nev., was found in violation for substandard workmanship, failure to comply with Board regulations, failure to include the license number or monetary limit on a bid or contract, failure to include Residential Recovery Fund information in a contract, failure to comply with a written request from the Board and contracting without the appropriate license. The license was revoked. Licensee was fined \$7,000 and assessed investigative costs.

Got Paint, LLC, dba Paint N More license number 78395 (painting and decorating) based out of Henderson, Nev., was found in violation for failure to comply with a written request from the Board and failure to establish financial responsibility. Licensee was fined \$1,000 and assessed investigative costs.

APEC Consultants, Inc., dba Fab Construction, license numbers 68161 (general building), 75618 (general engineering) and 83885 (covering floors, plastic tile and wall-board) and **APEC Consul-**

tants, Inc., license number 80366 (tiling) based out of Las Vegas, Nev., was found in violation for failure to pay for labor or materials. The licenses were revoked. Licensee was fined \$5,000 and assessed investigative costs.

Chase Electric, license number 79802 (electrical) based out of Gardnerville, Nev., was found in violation for disregard of the state's building laws, failure to establish financial responsibility, failure to keep in force a bond or cash deposit, failure to comply with Board regulations, failure to include the license number and monetary limit on a bid or contract, failure to provide Residential Recovery Fund information on a contract, aiding or abetting an unlicensed person, substandard workmanship and failure to cooperate in the investigation of a complaint. The license was cancelled (not renewed) and will be revoked if fines and fees are not paid within 60 days of the Oct. 2 hearing date. Licensee was fined \$5,400 and assessed investigative costs.

Alan Harrison Yost, unlicensed, was found in violation for contracting without a license. Yost was fined \$1,000 and assessed investigative costs.



What is Minimum Wage in Nevada?

•Nevada is a two tier minimum wage system. Minimum wage is \$7.25 for employers who offer employees a qualified health benefit plan. \$8.25 must be paid if the employer does not offer a qualified health benefit plan. As of July 1, 2020, the minimum wage will increase by seventy-five cent increments and will cap at \$11.00 per hour for the lower tier rate and \$12.00 per hour for the higher tier rate, by July 1, 2024. Assembly Bill (AB) 456-2019

When must a discharged employee be paid?

• A discharged employee’s wages shall be due and payable immediately. Nevada Revised Statute (NRS) 608.020; However, they are not considered late until three days after the last day worked. (NRS 608.040)

When must a quitting employee be paid?

•Final wages must be paid within seven days after the employee resigns or by the next regularly scheduled payday, whichever is earlier. (NRS 608.030)

How often must breaks be given?

•An employee must be given a paid, 10 minute break for each 4 hour period of work. In addition, employees are entitled to an unpaid, 30 minute meal period for each 8 hour period of work. (NRS 608.019, Nevada Administrative Code (NAC) 608.145)

Are salary employees automatically exempt from overtime?

•Salary employees are not automatically exempt from overtime and must meet an overtime exemption under NRS 608.018 and the Fair Labor Standards Act Fact Sheets.

<https://www.dol.gov/whd/flsa/>

How often must an employee be paid?

•Employees must be paid at least semi-monthly. (NRS 608.060)

When does overtime need to be paid?

•If an employee makes less than one and one half times minimum wage (\$12.375/\$10.875) per hour, the employee would be paid overtime for time worked over 8 hours in a 24-hour period. If an employee makes more than one and one half times minimum wage, the employee would be paid overtime for time worked over 40 hours in a week. The only exception is if an employee agrees to work 4, 10 hour shifts. However, any deviations from the 4-10 shift could cause overtime to accrue. (NRS 608.018)

May an employer take a portion of an employee’s tips?

•An employer may not take all or a part of any tips or gratuities or apply as a credit toward the payment of the minimum wage. (NRS 608.160)

Must a sick employee report to work?

•No, an employee is not required to be physically present at work to notify his or her employer that he or she is sick or has sustained a non-work related injury and cannot work. AB 181-2019

Can money be deducted from an employees pay check?

•Deductions, other than those required by law and contributions to benefit programs, can only be deducted from an employee’s paycheck if there is a prior specific signed authorization from the employee. The written authorization must include the specific amount being deducted, the purpose for the deduction, and the pay period/date in which the deduction will be made. (NRS 608.110 and NAC 608.160)

Is Tip Pooling allowed under Nevada Law?

•Yes, employers may establish mandatory tip pools that include employees of different ranks, so long as all the tips are distributed amongst the employees, and the employer does not keep any portion of the tips for themselves. Wynn Las Vegas, LLC v. Baldonado, et al., 129 Nev., Advance Opinion 78 (Oct. 31, 2013).

May an employer charge for uniforms?

• No, all uniforms or accessories distinctive as to style, color or material shall be furnished, without cost, to employees by their employer. (NRS 608.165)

Must an employer provide paid leave?

•Effective January 1, 2020, yes, a private employer who employs 50 or more employees in the state of Nevada must provide 0.01923 hour of paid leave per hour of work performed. Senate Bill (SB) 312-2019.

Please review the most recent version of the Nevada Revised Statutes and/or Nevada Administrative Codes for the most current laws.

This information is not intended as legal advice.

Questions concerning this information should be directed to the Office of the Labor Commissioner at (702) 486-2650 or (775) 684-1890

Continued Education & Training

The Nevada State Contractors Board understands the importance of continued education and training to stay current with new technologies and construction methods. If you are interested in furthering your education and training your employees, please view the course catalogs affiliated with each location noted below, or contact the college of interest directly for more information. ****Continuing education is not required in order to maintain a Nevada contractor's license.**

Southern Nevada

College of Southern Nevada - (702) 651-5555

Architectural Design Technology	Manufacturing	Pile Drivers
Bricklayers	Floor Coverers	Plasterers
Carpenters	Glaziers	Plumbers/Pipefitters
Cement Masons	Heat & Frost Insulators	Roofer & Waterproofer
Construction Management	Iron Workers	Scaffold Erector
Drywall Applicator & Finishers	Mechanical Technology	Sheet Metal Worker
Electrical	Millwrights	Sustainable Construction
Environmental & Construction Workers	Operating and Maintenance Engineers	Teamsters
Facility Maintenance &	Operating Engineers	Tile Setters
	Painters	Water/Wastewater Treatment

View Complete Course Catalog Here: <https://tinyurl.com/CSNCatalog>

Charleston Campus
6375 W. Charleston Blvd.
Las Vegas, NV 89146
(702) 651-5000

North Las Vegas Campus
3200 East Cheyenne Ave.
North Las Vegas, NV 89030
(702) 651-4000

Henderson Campus
700 College Dr.
Henderson, NV 89002
(702) 651-3000

Northern Nevada

Truckee Meadows Community College - (775) 673-7111

Construction Drawing & Detailing	Construction Cost Control	Intro to AC Controls
Basic Refrigeration Servicing	Construction Estimating II	Electric Motors & Drives
Intro to LEED & Sustainable Building	Construction Planning, Scheduling & Control	Build Construction I
Intro to General Mechanics	Construction Law	Math for Technicians
Business Speech Communications	Carpentry Apprentice I - IV	Orientation & Work Process
	Electrical/Electronic Circuits	Radiographic Photography & Techniques

View Spring 2020 Class Schedule here: <https://tinyurl.com/TMCCatalog>

Great Basin College - (775) 738-8493

Air conditioning	Electrical Theory	Technology
Applied Industrial Technology	Energy	Metals
Diesel Technology	Electronics	Machine Tool Technology
Electrical Instrumentation Technology	Fire Science	Welding
	Industrial Millwright	Woodworking

View Full List of Available Courses here: <https://tinyurl.com/GBCCourses>

Western Nevada College - (775) 445-3000

Bookkeeping	Soils & Foundations for Construction	Contracts
Financial Accounting	Temporary Construction Structures	Construction Materials & Methods
Intro to Quickbooks		Construction Contract Documents
Business Law	Construction Cost Control	
Solid Modeling & Design	Construction Law &	Construction Site Safety

View Complete Spring 2020 Courses here: <https://tinyurl.com/WNCCourses>



Nevada Contractor's Checklist

The following information is provided to help Nevada Contractors work within the law. For full text of laws that affect contracting in Nevada, see Nevada's *State Contractors Board Handbook*, Chapter 624 of the Nevada Revised Statutes and Chapter 624 of the Nevada Administrative Code. Contact the Nevada State Contractors Board for a copy.

- Include your license number and monetary limit on all contracts & bids. NAC 624.640(5)
- Keep your bond current. NRS 624.270
- Check to ensure that licenses or persons with whom you contract are valid and active. NAC 624.650
- Ensure you're using the business name as referenced and approved by the Board. NRS 624.305
- Do not allow bids or contracts to exceed your monetary limit value (including change orders). NRS 624.3015(2)
- Do not work outside the scope of your license classification. NRS 624.3015(3)
- Maintain all records, documentation, receipts, contracts, etc. for a minimum of three years. NRS 624.3013(1)
- Include the Residential Recovery Fund Disclosure on all residential contracts. NRS 624.520
- Provide customers with required Notice to Owner Disclosure. NRS 624.600(1)(2) and (3) as described in NAC 624.693 & NAC 624.6932
- Make sure your license number is on all business advertisements, including vehicles, business cards, letterhead, signage, directories, newspapers, website, etc. NRS 624.720.
 - Your license number should be approximately 1 1/2 inches on your motor vehicle. NRS 624.288
- If your address or other pertinent information about the business changes, notify the Contractors Board in writing within 30 days. NAC 624.640(3)
- Notify the Board within 10 days if your qualified individual leaves the company. NRS 624.285