



**DEPARTMENT OF BUSINESS AND INDUSTRY
DIVISION OF INDUSTRIAL RELATIONS**

October 29, 2025

**Small Business Impact Statement Questionnaire
Proposed Permanent Regulations Amending NAC Chapter 618**

The proposed Permanent Regulations amending Chapter 618 of the Nevada Administrative Code (NAC) would update provisions relating to the reduction of penalties assessed against employers for OSHA violations, amend provisions relating to addresses, and amend provisions relating to the definition of "construction project", among other things.

The following questions pertain to how the changes in NAC 618 presented in the enclosure may affect your business. If it is determined that the proposed regulation is likely to impose a direct and significant economic burden upon a small business, or directly restrict the formation, operation, or expansion of a small business, then the agency will take any or all of the following actions:

1. Insofar as practicable, consult with owners and officers of affected small businesses;
2. Consider methods to reduce the impact of the proposed regulation; and
3. Prepare a small business impact statement and make copies of the statement available to the public at the public workshop hearing to be held pursuant to NRS 233B.061.

To review the proposed regulations, please see the attached document.

Please answer each of the following questions that apply and add any qualifying remarks that may help us to understand your position. **Please mail or email your completed form on or prior to November 3, 2025 to the following:**

Amber Williams, Esq.
Senior Division Counsel
Division of Industrial Relations
2300 W. Sahara Avenue, Ste. 300
Las Vegas, Nevada 89102
Email: amwilliams@dir.nv.gov
Telephone: (702) 486-9072

SMALL BUSINESS IMPACT STATEMENT QUESTIONNAIRE
Permanent Regulations Amending NAC Chapter 618

Name: _____ Date: _____

Organization: _____

NRS 233B.0382 “Small Business defined.” “Small business means a business conducted for profit, which employs fewer than 150 full-time or part-time employees.

1. How many employees are currently employed by your business?

☐
☐

Less than 150 employees

150 employees or more

If you have more than 150 employees, you will not need to answer the rest of the questions. Please mail or email your questionnaire to the above address. If less than 150 employees, please continue with the remaining questions.

2. Will a specific proposed regulatory provision have an **adverse economic effect** upon your business? If so, please indicate the estimated dollar amount(s) you believe the adopted regulations will cost you over one calendar year with a brief explanation as to how the dollar amount was calculated.

☐
☐

Yes, the regulation will have an adverse economic effect on my business.

No, the regulation will not have an adverse economic effect on my business.

Explanation: _____

3. Will the regulation have any **beneficial economic effect** upon your business? If so, please indicate any beneficial effects or cost savings you believe the adopted regulations will save you over one calendar year with an estimated dollar amount.

☐
☐

Yes, the regulation will have a beneficial effect on my business.

No, the regulation will not have a beneficial effect on my business.

Explanation: _____

4. Do you anticipate any **indirect adverse effects** upon your business?

☐

Yes, the regulation will have an indirect adverse effect on my business.

☐

No, the regulation will not have an indirect adverse effect on my business.

Explanation: _____

5. Do you anticipate any **indirect beneficial effects** upon your business?

☐

Yes, the regulation will have an indirect beneficial effect on my business.

☐

No, the regulation will not have an indirect beneficial effect on my business.

Explanation: _____

Signature

Title

**PROPOSED REGULATION OF THE
DIVISION OF INDUSTRIAL RELATIONS OF THE
DEPARTMENT OF BUSINESS & INDUSTRY
FOR THE AMENDMENT OF CHAPTER 618, NAC
LCB File No. XXX**

EXPLANATION – Matter in *italics* is new; matter in brackets ~~[omitted material]~~ is material to be omitted.

AUTHORITY: §§

A REGULATION relating to occupational safety and health; providing for _____; and providing other matters properly relating thereto.

Legislative Counsel’s Digest:

Section 1. Chapter 618 of NAC is hereby amended by adding thereto the provisions set forth as section 2, inclusive, of this regulation.

Sec. 2. R069-20, previously added to NAC by the Division of Industrial Relations, effective 04-11-2022, is hereby amended to read as follows:

NAC 618.XXX 1. Before issuing a citation, the Division may adjust the amount of a proposed penalty as provided in subsection 2 based on:

- (a) The size of the employer;
- (b) The good faith *efforts* of the employer;
- (c) The immediate abatement of a hazard; and
- (d) The employer’s history of previous violations.

2. Except as otherwise provided in this subsection and subsection 4, the adjustments which may be made to a penalty pursuant to subsection 1 are as follows:

(a) A reduction based on the number of employees that are employed by the cited employer, not to exceed a reduction of 70 percent of the penalty for an employer with ~~[10 or fewer employees.]~~ *with 25 or fewer employees, 30 percent of the penalty for an employer with 26 to 100 employees, and 10 percent of the penalty for an employer with 101-250 employees. For violations that are serious willful, the maximum reductions are 80 percent for an employer with*

20 or fewer employees, 50 percent for an employer with 21 to 30 employees, 40 percent for an employer with 31 to 40 employees, 30 percent for an employer with 41 to 50 employees, 20 percent for an employer with 51 to 100 employees, and 10 percent for an employer with 101-250 employees. A penalty may be reduced pursuant to this paragraph for:

- (1) A violation that is classified as serious or within a classification other than serious;
- (2) A violation of a willful nature; or
- (3) Repeated violations.

(b) A reduction based on the employer's demonstration of good faith *efforts* in implementing an effective safety program as described in NRS 618.383, not to exceed a reduction of 25 percent of the penalty for an employer with a fully implemented and effective safety program, as determined by the inspector *or 15 percent if the employer has a documented and effective safety and health management system, with only incidental deficiencies.* A penalty may not be reduced pursuant to this paragraph for:

- (1) *A serious violation of high gravity;*
- (2) A violation of a willful nature; ~~{or}~~
- (3) Repeated violations~~{,}~~;

(4) Failure to abate or correct a violation which was identified during an inspection;

(5) Failure to report a fatality, the inpatient hospitalization of one or more employees, the amputation of a part of an employee's body or an employee's loss of an eye pursuant to the requirements of NRS 618.378; or

(6) Failure or a major deficiency in:

(I) Establishing a written safety program pursuant to the requirements of NRS 618.383; or

(II) Carrying out the requirements of the program.

(c) A reduction based on the immediate correction by the employer of the cited hazard, not to exceed a reduction of 15 percent of the penalty. For the purposes of this paragraph, an immediate correction is one that is made ~~[not later than 24 hours]~~ *at the time of the inspection for apparent violations that can be made immediately, made within 5 days for more complex abatement actions, or made within 15 days if there are extenuating circumstances such as where items are required to be ordered and shipped.* A penalty may not be reduced pursuant to this paragraph for:

- (1) A serious violation of high gravity;
- (2) A violation of a willful nature;

(3) Repeated violations;

(4) Failure to abate or correct a violation which was identified during an inspection;

(5) ~~[Failure to report a fatality, the inpatient hospitalization of one or more employees, the amputation of a part of an employee's body or an employee's loss of an eye pursuant to the requirements of NRS 618.378; or]~~ *Blatant violations that can be easily corrected and that indicate the employer is not taking the basic steps to manage worker safety and health; or*

(6) Violations related to a fatal injury or illness, or an incident resulting in serious injuries.

~~[(6) Failure or a major deficiency in:~~

~~(I) Establishing a written safety program pursuant to the requirements of NRS 618.383;~~
~~or~~

~~(II) Carrying out the requirements of the program.]~~

(d) ~~[An adjustment based on the cited employer's history of previous safety and health inspections within the 5 years immediately preceding the issuance of the citation, as follows:]~~ *A reduction based on the employer's history of previous violations not to exceed 20 percent.*

(1) ~~[A reduction of 10 percent may be applied to the penalty for an employer which has]~~ *A penalty may be reduced pursuant to this paragraph for:*

(I) ~~[Been inspected previously with no citations issued;]~~ *Employers who have been inspected by the Enforcement Section in the previous five years and found to be in compliance or the employer received only other-than-serious violations.*

(II) ~~[Been cited previously for violations which are classified as other than serious.]~~ *Employers who have never been inspected by the Enforcement Section.*

(2) No adjustment may be applied to the penalty for an employer which has been cited for a serious violation not of high gravity.

(3) An increase of ~~[10]~~ **20** percent may be applied to the penalty for an employer which has been cited previously *within the past 5 years* for:

(I) A serious violation of high gravity;

(II) Repeated violations;

(III) A violation of a willful nature; or

(IV) Failure to abate or correct violations that were previously cited.

3. Except as otherwise provided in subsection 4, adjustments made pursuant to subsection 2, if any, must be considered and applied in the order set forth in subsection 2.

4. A penalty may not be reduced to an amount less than the allowable monetary amount of the corresponding civil penalty for the applicable violation of 29 U.S.C. § 666, including any adjustments made to the civil penalty pursuant to the Federal Civil Penalties Inflation Adjustment Act Improvements Act of 2015, Pub. L. 114-74.

5. Each district manager retains the authority to determine the appropriateness of any adjustment to a penalty and may refuse to consider an adjustment to a penalty if the district manager believes that imposing the full amount of the penalty is necessary to achieve the appropriate deterrent effect.

Sec. 3. NAC 618.369 is hereby amended to read as follows:

NAC 618.369 Notification of Nevada Occupational Safety and Health Administration upon denial. (NRS 618.295, 618.880) A certifying authority shall notify in writing the *Enforcement Section* [~~Nevada Occupational Safety and Health Administration, 3360 West Sahara Avenue, Suite 250, Las Vegas, Nevada 89102~~], within 5 working days after the certifying authority denies a certificate of operation for a tower crane.

Sec. 4. NAC 618.384 is hereby amended to read as follows:

NAC 618.384 Notification of Nevada Occupational Safety and Health Administration upon denial. (NRS 618.295, 618.880) A certifying authority shall notify in writing the *Enforcement Section* [~~Nevada Occupational Safety and Health Administration, 3360 West Sahara Avenue, Suite 250, Las Vegas, Nevada 89102~~], within 5 working days after the certifying authority denies a certificate of operation for a crane which is used to erect or dismantle a tower crane.

Sec. 5. NAC 618.494 is hereby amended to read as follows:

NAC 618.494 “Construction project” defined. (NRS 618.295)

1. “Construction project” means a project which involves:

- (a) A total construction cost of *\$20,000,000* [~~\$10,000,000~~] or more, not including costs for any related highway construction project;
- (b) A new building or structure which, when completed, will be 50,000 square feet or more; or
- (c) A new building or structure which, when completed, will be more than 60 feet above the ground or more than 48 feet below ground level.

2. For the purposes of this section:

- (a) The height of a building or structure must be determined by measuring from the ground level to the highest structural level of the building or structure, including any parapet wall, mechanical room, stair tower or elevator penthouse structure, but not including any antenna, smokestack, flagpole or similar attachment.

(b) The depth of a building or structure must be determined by measuring from the ground level to the lowest floor level of the building or structure. The lowest level of a building or structure does not include any local depression such as a sump or an elevator pit.

(c) In computing the height of a building or structure, the depth of the building or structure must not be considered, and in computing the depth of a building or structure, the height of the building must not be considered.

Sec. 6. NAC 618.910 is hereby amended to read as follows:

NAC 618.910 Application for initial license; period of validity of license. (NRS 618.295, 618.760, 618.765)

1. A person who wishes to apply for an initial license as a contractor, supervisor, abatement worker or consultant must submit a signed, completed application with all necessary documentation to the Enforcement Section on a form provided by the Enforcement Section, accompanied by a copy of any valid government-issued identification card of the applicant.

2. An application for initial licensing must be delivered to the Enforcement Section [~~at 3360 West Sahara Avenue, Suite 250, Las Vegas, Nevada 89102 or 4600 Kietzke Lane, Suite F-153, Reno, Nevada 89502~~].

3. The Enforcement Section may, within 30 days after the receipt of an application, require further information to determine whether the application should be approved or denied.

4. If the Enforcement Section requests further information from an applicant and does not receive that information within 60 days after the date of the request, the application will be considered abandoned and the request for an initial license will be denied.

5. An applicant must include his or her mailing address on the application and immediately notify the Enforcement Section of any change in that address. Any notification of a change of address received by the Enforcement Section acts as an amendment to the original application. The address stated on the original application or as amended must be the proper mailing address for all filings, postings and communications made by mail between the Enforcement Section and the applicant.

6. A license issued by the Enforcement Section is valid:

(a) Until the expiration date of the certificate for a training course or a refresher training course;

or

(b) For 1 year,

↪ whichever occurs earlier.

Sec. 7. NAC 618.913 is hereby amended to read as follows:

NAC 618.913 Renewal of license: Generally. (NRS 618.295, 618.760, 618.765)

1. A licensee must submit an application for the renewal of his or her license before the license expires.

2. An application for the renewal of a license must be submitted on a form provided by the Enforcement Section and delivered to the Enforcement Section[~~at 3360 West Sahara Avenue, Suite 250, Las Vegas, Nevada 89102 or 4600 Kietzke Lane, Suite F-153, Reno, Nevada 89502~~].

3. An application must be accompanied by:

(a) Evidence that the applicant has, within the preceding 12 months, completed a refresher training course approved by the EPA for his or her discipline; and

(b) The applicable fee for renewal.

4. The renewal of a license is not effective until final action on the application is taken by the Enforcement Section.

5. An application for the renewal of a license must include the applicant's mailing address. The applicant shall immediately notify the Enforcement Section of any change in that address. Any notification of a change of address received by the Enforcement Section acts as an immediate amendment to the original application. The address stated on the original application or amended application must be the proper mailing address for all filings, postings and communications made by mail between the Enforcement Section and the licensee.

6. Before the license of a contractor or consultant may be renewed, the contractor or consultant must abate all conditions for which the contractor or consultant has been issued a citation by the Enforcement Section and pay all fines due to the Division.

Sec. 8. NAC 618.919 is hereby amended to read as follows:

NAC 618.919 Contractors: Permission to act as limited contractor. (NRS 618.295, 618.760, 618.765)

1. A person who has complied with all of the requirements to be a contractor, except the requirements relating to experience, may apply to the Enforcement Section for permission to be a limited contractor.

2. An application made pursuant to subsection 1 must be made in writing and delivered to the *Chief of the* Enforcement Section[~~at 3360 West Sahara Avenue, Suite 250, Las Vegas, Nevada 89102 or 4600 Kietzke Lane, Suite F-153, Reno, Nevada 89502~~].

3. Permission to act as a limited contractor:

(a) Authorizes the limited contractor to perform a progression of projects for the abatement of asbestos, from simple inexpensive projects to difficult and complex projects;

(b) Is effective upon notification by the Enforcement Section; and

(c) Is limited to those situations where a project for the abatement of asbestos is supervised by a licensed supervisor who is experienced in the type of project performed.

Sec. 9. NAC 618.923 is hereby amended to read as follows:

NAC 618.923 Supervisors: Permission to act as probationary supervisor. (NRS 618.295, 618.760, 618.765)

1. A person who has complied with all the requirements to be a supervisor, except for the requirements relating to experience, may apply to the Enforcement Section for permission to be a probationary supervisor.

2. An application made pursuant to subsection 1 must be made in writing and delivered to the *Chief of the* Enforcement Section~~[-at 3360 West Sahara Avenue, Suite 250, Las Vegas, Nevada 89102].~~

3. A person may act as a probationary supervisor for not more than 4 consecutive months.

4. Permission to act as a probationary supervisor is effective upon notification by the Enforcement Section and is limited to those situations where a project for the abatement of asbestos must have other licensed supervisors present to assist the probationary supervisory in organizing the work site and overseeing the project.

Sec. 10. NAC 618.934 is hereby amended to read as follows:

NAC 618.934 Inspectors: Permission to act as inspector trainee. (NRS 618.295, 618.760, 618.765)

1. A person who has complied with all of the requirements to be an inspector, except for the requirements relating to experience, may apply to the Enforcement Section for permission to be an inspector trainee.

2. An application made pursuant to subsection 1 must be made in writing and delivered to the *Chief of the* Enforcement Section~~[-at 3360 West Sahara Avenue, Suite 250, Las Vegas, Nevada 89102].~~

3. Permission to act as an inspector trainee is effective upon notification by the Enforcement Section and is limited to those situations in which all services provided as an inspector trainee will be rendered under the direct supervision of a licensed inspector or management planner.

Sec. 11. NAC 618.944 is hereby amended to read as follows:

NAC 618.944 Monitors: Permission to act as monitor trainee. (NRS 618.295, 618.760, 618.765)

1. A person who has complied with all of the requirements to be a monitor, except the requirement relating to experience, may apply to the Enforcement Section for permission to be a monitor trainee.

2. An application made pursuant to subsection 1 must be made in writing and delivered to the *Chief of the* Enforcement Section~~[-at 3360 West Sahara Avenue, Suite 250, Las Vegas, Nevada 89102].~~

3. Permission to act as a monitor trainee is effective upon notification by the Enforcement Section and is limited to those situations in which all services provided as a monitor trainee will be rendered under the direct supervision of a licensed monitor.

Sec. 12. NAC 618.952 is hereby amended to read as follows:

NAC 618.952 Declaratory order regarding nature of activity: Petition; issuance; appeal.
(NRS 618.295, 618.760, 618.765)

1. A person may request the Enforcement Section to determine whether an activity is an activity for the abatement of asbestos and subject to the requirements of [NAC 618.850](#) to [618.986](#), inclusive, by requesting the Enforcement Section to issue a declaratory order.

2. Any request for a declaratory order must be submitted in the form of a written petition and submitted to the *Chief of the* Enforcement Section~~[-at 3360 West Sahara Avenue, Suite 250, Las Vegas, Nevada 89102].~~ The petition must describe:

(a) The material containing asbestos;

(b) The proposed activity;

(c) The site at which the activity will be conducted;

(d) The nature of the work to be done; and

(e) The results of any tests conducted on samples of material to be disturbed or encapsulated.

3. The Enforcement Section will issue a declaratory order in writing not later than 15 days after receiving a written petition. The order must be signed by the Chief.

4. A declaratory order may be appealed to the Administrator within 15 days after it is issued. An order not appealed within that time is final.