



## **FOR IMMEDIATE RELEASE**

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### **Recognizing Need to Educate Northern Nevada Businesses on Employer Rights and Responsibilities—A Series**

#### *What Employers Need to Know about Employee Records*

(Carson City, Nev., July 2, 2015) –Thoran Towler of Allison MacKenzie Law Firm in Carson City, Nevada recognizes the necessity to educate Nevada employers on Labor and Employment Law issues. Along with the improving local economy, expanding businesses and influx of companies relocating to Northern Nevada, comes the need to properly educate employers on their responsibilities under the current Nevada Revised Statutes (NRS). In order to offer exceptional counsel in Labor and Employment Law, Mr. Towler, former State of Nevada Labor Commissioner, has created a series of talking points and recommended NRS statutes for review by Northern Nevada businesses leaders. This series will address key Labor and Employment Law issues. Today's release, the first in this series, specifically addresses employee record retention.

Thoran Towler said, "I am often amazed that employers are not aware of their obligations to employee record management under current NRS. This lack of understanding by employers can lead to legal challenges. I highly recommend that employers periodically review NRS for laws that affect how they implement policies and procedures within their respective businesses. I recommend Nevada businesses, regardless of size or industry, fully explore NRS 613.075 and NRS 618.370."

In his experience, Mr. Towler has found the most notable points affecting employee records are:

- Under Nevada law, upon request, employees must be given a reasonable opportunity to inspect and copy their employment records concerning their qualifications and any discipline they have received, including termination. (NRS 613.075)
- Employers are not required to grant employees access to confidential reports from prior employers or investigative agencies, other confidential investigative files concerning the employee, or criminal information.



- Employers are not required to provide copies of any employment records to employees that were employed for less than 60 days.
- Employers may only charge an employee an amount equal to the actual cost of providing access to and copies of his or her records of employment.

Thoran Towler joined Allison MacKenzie Law Firm as an associate in January of 2015. Prior to his association with the firm, Thoran served briefly as general counsel for the Nevada Association of Realtors. From 2011 to 2014, he served as the State of Nevada Labor Commissioner. Thoran brings experience in the areas of wage and hour, labor and employment law, union issues, prevailing wage and public works. Additionally, he has a proven track record of engaging with the Nevada business community, including conducting numerous training sessions on wage and hour compliance with small business groups. Thoran was admitted to practice law in the State of Nevada in 2006 after obtaining his law degree from Gonzaga University School of Law.

The legal team of Allison MacKenzie offer proficient, practical and cost-effective representation in Labor and Employment Law including: collective bargaining, Federal mediation, grievance hearings and arbitration, wrongful termination, Americans with Disabilities Act, sexual harassment, Family and Medical Leave Act, non-competitive agreements, wage claims and fair labor standards. For more information, contact Allison MacKenzie Law Firm at: 775.687.0202, or visit: [AllisonMacKenzie.com](http://AllisonMacKenzie.com).

### **About Allison MacKenzie Attorneys at Law**

Allison MacKenzie Law Firm's team of talented and experienced attorneys and staff has worked diligently to position clients for success—throughout the State of Nevada and nationally since 1978. Allison MacKenzie is a general practice law firm committed to providing superior legal representation for individuals, companies and public organizations. The team represents diverse client interests and is proficient at navigating the vast and transforming legal landscape. This comprehensive legal foundation spans extensive legal areas such as: Real Estate, Construction, Estate Planning, Business Law, Governmental Affairs, Litigation, Family Law, Labor Law and much more. The breadth of knowledge, experience and professionalism of Allison MacKenzie provides clients with a solid foundation they can rely on for their legal needs.

For more information about the firm, please visit: [AllisonMacKenzie.com](http://AllisonMacKenzie.com) or call 775.687.0202.

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Photos Available: Headshot Thoran Towler

For more information, to schedule an interview or for photos, please contact Josie Martel at 775.220.7820 or [Josie@eNVogueMarketing.com](mailto:Josie@eNVogueMarketing.com).

