

THE 2016 LITTLER NEVADA EMPLOYER CONFERENCE

THE EVER-EVOLVING WORKPLACE: Practical Strategies for Addressing Future and Current Employment Law Challenges

Tuesday, September 27, 2016 | Las Vegas, NV

8:00 a.m.	Registration & Continental Breakfast	
8:30 a.m.	Welcome and Introduction	Patrick Hicks
8:45 a.m.	Panel Discussion - Plaintiff's Counsel, NERC and In-House Counsel In this interactive session, join this esteemed panel in a lively discussion where our panelists will share their insight as to the most frequent mistakes companies make in the human resources/employment area, how to prevent and limit potential claims, how best to manage claims and much more.	Moderated by Patrick Hicks Robert Spretnak , Attorney, Law Offices of Robert P. Spretnak Kara Jenkins , Administrator, State of Nevada Department of Employment, Training & Rehabilitation Josh Gang , Associate General Counsel, Pinnacle Entertainment, Inc.
10:00 a.m.	Break	
10:15 a.m.	Big Data In a world increasingly driven by data, more employers are using Big Data to make critical labor and employment decisions and reduce the risk of costly legal disputes. Against this backdrop, Littler has created its Big Data Initiative to help employers understand the Big Data revolution and to take advantage of the opportunities it has created. Spearheaded by the firm's Global Director of Data Analytics, Dr. Zev J. Eigen, who has many years of experience in data science, econometrics, social science methodologies, statistics and the law, Littler has the internal resources to benchmark and analyze HR and litigation strategies. In this session, learn how you can utilize big data in your organization.	Zev Eigen , Global Director of Data Analytics, Littler Mendelson

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11:30 a.m.

Buffet Lunch

12:45p.m.

Employee from Hell: How to Manage Difficult Employees and Avoid Liability

Wendy Krincek

Roger Grandgenett

In this session, we will take current “hot topics” and apply them to real life scenarios that arise in the workplace every day—using difficult employees as our examples. Some of the issues the panel will address include:

- Workers raising moral and religious objections to same-sex marriage and recognizing transgender employees in the workplace
- Issues regarding pay equity between male and female employees
- Joint employer problems when using staffing companies
- Equity issues surrounding different “flavors” of leaves of absences
- Employees using marijuana on their days off

2:00 p.m.

Break

2:15 p.m.

The Limits of Work Time: What is Compensable Time?

Montgomery Paek

Rick Roskelley

Wendy Krincek

As plaintiffs’ attorneys search for big class action claims, the issue of what activities constitute compensable work time has become an increasing target. Employers must constantly examine the realities of the workplace to determine if employees need to be compensated for such activities as completing new hire paperwork either online or in person, enrolling in benefits plans during the course of employment or attending health seminars. Are security screenings and bag checks compensable work time? Must employees be paid for donning safety gear or uniforms before beginning their work day and doffing at the end of the work day? Do employees need to be paid for travel time in company vehicles? What about time spent on overnight trips? These and other common workplace activities will be examined as we look at the limits of compensable work time and provide practical compliance guidance.

4:00 p.m.

Closing

Patrick Hicks

4:00 - 5:30 p.m.

Cocktail Reception