



Katie B. Blakey

Shareholder

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Focus Areas

Appellate
Class Actions
Discrimination and Harassment
Wage and Hour
ERISA and Benefit Plan Litigation

Overview

Katie B. Blakey represents employers, executives, and management in the field of employment law and handles litigation matters ranging from Employee Retirement Income Security Act (ERISA) litigation to complex wage and hour class actions and wrongful termination matters. She handles all aspects of employee compensation, including:

- Minimum wage
- Overtime
- Independent contractor issues
- Internships
- Employee incentive plans and policies
- Employment agreements
- Other wage and hour matters

She also advises and represents clients in wrongful termination and discrimination matters and other various employment topics involving:

- Title VII of the Civil Rights Act of 1964
- The Fair Labor Standards Act (FLSA)
- The Employee Retirement Income Security Act (ERISA)
- Occupational Safety and Health Administration (OSHA)

- The Americans with Disabilities Act (ADA)
- The Family and Medical Leave Act (FMLA)
- Non-compete issues
- Leaves of absence
- Accommodation
- Harassment and discrimination
- Performance issues

Additionally, Katie regularly assists clients in developing, revising, and updating employee handbooks, restrictive covenants, and other employment related policies.

She serves as the co-chair of the Littler SOAR Program, which mentors newly hired diverse attorneys to excel professionally at the firm.

Prior to joining Littler, Katie clerked for the Hon. Nancy J. Koppe and the Hon. Robert J. Johnston of the U. S. District Court for the District of Nevada. During law school, she served as a judicial extern for the Hon. Kent J. Dawson as well as the Hon. Robert J. Johnston at the same district court. She also served as the director-in-chief of the Emory Moot Court Society and vice-president of the Legal Association of Women Students while at Emory University School of Law.

Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2023

Education

J.D., Emory University School of Law, 2012

B.A., Boston University, 2008

Bar Admissions

Texas

Nevada

Publications & Press

Littler Appoints New Co-Chairs for Critical IE&D Mentorship and Sponsorship Programs

Littler Press Release

January 31, 2023

Littler Elevates 33 Attorneys to Shareholder

Littler Press Release

January 6, 2022

CMS Issues Broad COVID-19 Vaccine Requirements for Healthcare Employers

Little Insight

November 4, 2021

Texas Governor Abbott Bars Employers and Individuals from Compelling COVID-19 Vaccines

Little ASAP

October 12, 2021

Texas: Mask On, Mask Off, Mask On...

Little ASAP

August 16, 2021

Texas Governor Abbott Signs New Order Aimed at Bringing Uniformity to the State's COVID-19 Response

Little ASAP

August 2, 2021

Supreme Court Declines to Hear Appeal in ERISA Class Action Permitting Recalculation of Benefits as Available Relief

Little ASAP

June 30, 2021

Texas Enacts New COVID-19 Liability Protection Law

Little ASAP

June 17, 2021

How Health Insurance Affects Minimum Wage In Nevada

Law360

July 17, 2018

Nevada Supreme Court Determines Definition of Health Insurance for Nevada's Minimum Wage Laws

Little ASAP

June 4, 2018

Ninth Circuit Rejects DOL's Interpretation of the "Dual Jobs" Regulation for Tipped Employees

Little Insight

September 13, 2017

Nevada Labor Commissioner Advises that Employers May Compensate Certain Employees Under Fluctuating Work Week Method

Little ASAP

June 9, 2017

Lessons In Complying With Nev. Minimum Wage Amendment

Law360

May 4, 2017

Bills Businesses are Watching

Las Vegas Business Press

April 3, 2017

Nevada Supreme Court Weighs in Again on the Nevada Constitution's Minimum Wage Amendment

Little ASAP

March 24, 2017

Nevada Supreme Court Makes Three Major Decisions On Nevada's Minimum Wage Laws

Little Insight

October 28, 2016

Nevada High Court's Unyielding Approach To Noncompetes

Law360

October 24, 2016

Nevada Supreme Court Rules that Overly Broad Non-Compete Agreements are Wholly Unenforceable

Little ASAP

August 8, 2016

A Tip on Tipping: Changes to Shared Tips for Employees Affect Business

Nevada Business

August 1, 2016

Ninth Circuit: FLSA's Tip-Pooling Restrictions Apply Regardless of Whether Employers Use Tip Credits

Little Insight

March 7, 2016

Independent Contractor Agreements

Clark County Bar Association Communique

March 2, 2016

Nevada Establishes Conclusive Presumption for Independent Contractor Status

Little ASAP

June 10, 2015

Speaking Engagements

President Trump's First 100 Days: What Does It Mean for Employers?

Las Vegas, NV

March 24, 2017

Recent Landmark Decisions Impacting Nevada Employers Paying the Minimum Wage: What's Been Decided, How it Impacts You and How You Can Prepare

November 29, 2016

Books & Book Chapters

- Nevada Chapter, *BNA Wage and Hour Treatise*, Editor, 2017