

Z. Kathryn Branson

Shareholder

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Focus Areas

Discrimination and Harassment

Leaves of Absence and Disability Accommodation

Legislative and Regulatory

Hiring, Performance Management and Termination

Litigation and Trials

Policies, Procedures and Handbooks

Construction

Hospitality

Financial Services

Overview

Katy Branson's practice has evolved through her successful defense of employers in litigation, arbitration, and before various administrative agencies throughout Nevada. She excels at collaborating with clients to understand their goals, and thinks and acts strategically to realize those goals in partnership with them. Katy understands the effect that litigation has on clients' business operations, and works hard to help clients navigate and manage the potential impact, including through attentive cost management.

Katy's experience includes defending claims arising under:

- Title VII of the Civil Rights Act
- Section 1981
- The Americans with Disabilities Act (ADA)
- The Family and Medical Leave Act (FMLA)
- The Equal Pay Act (EPA)
- Nevada anti-discrimination laws

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- Nevada wage and hour laws
- Fair Labor Standards Act (FLSA)
- The Pregnancy Discrimination Act (PDA)
- Nevada Pregnant Workers' Fairness Act
- Nevada's Domestic Violence Leave Act
- Federal Arbitration Act
- Defend Trade Secrets Act
- Nevada Uniform Trade Secrets Act
- Nevada Industrial Insurance Act (workers' compensation)
- State common law and statutory claims such as wrongful discharge, constructive discharge, breach of contract, restrictive covenants, negligent retention, negligent hiring, and infliction of emotional distress

In addition to litigation, Katy provides counsel in matters of employee attendance, discipline, performance and involuntary termination, and conducts investigations – both proactively and in conjunction with administrative charges and investigations. She regularly conducts trainings for clients focused on topics including harassment, discrimination, retaliation and investigations.

Katy also serves as the Nevada coordinator and liaison for Littler's Workplace Policy Institute (WPI). Katy focuses on Nevada state legislative and regulatory developments in employment and labor law, as well as municipal ordinances and regulation of the workplace. She assists the employer community in understanding and preparing for the potential impact of new Nevada legislation.

Professional and Community Affiliations

- Member, State Bar of Nevada Fee Dispute Committee, January 2014-present
- Secretary, Labor and Employment Section, State Bar of Nevada, 2018-present
- Member, Labor and Employment Section, State Bar of Nevada, 2014-present
- Barrister, Howard D. McKibben Inns of Court, 2010-present

Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2024-2025
- Named, Rising Star, Mountain States, *Super Lawyers*, 2013-2014, 2017-2018
- Named, Legal Elite - Best Up & Coming Attorneys, *Nevada Business Magazine*, 2013
- Recipient, CALI Award for Professional Responsibility, *University of Nevada, Las Vegas William S. Boyd School of Law*, Fall 2008

Education

J.D., University of Nevada, Las Vegas William S. Boyd School of Law, 2009

B.A., Whitman College, 2004

Bar Admissions

Nevada

Courts

U.S. Court of Appeals, 9th Circuit

U.S. District Court, District of Nevada

Languages

Spanish

Publications & Press

Annual Report on EEOC Developments – Fiscal Year 2020

Little Report

March 1, 2021

Little Announces New Shareholders and Principals Elevating 26 Attorneys

Little Press Release

January 4, 2021

Annual Report on EEOC Developments – Fiscal Year 2019

Little Report

March 5, 2020

Nevada Labor Commissioner Issues Advisory Opinions Clarifying Mandatory PTO Law

Little ASAP

November 8, 2019

Nevada Employers Invited to Comment on New Workplace Laws

Little ASAP

July 12, 2019

Settlement Agreements Cannot Prevent Nevada Employees from Disclosing Workplace Sex Discrimination or Harassment

Little ASAP

June 19, 2019

Annual Report on EEOC Developments – Fiscal Year 2018

Little Report

January 28, 2019

Annual Report on EEOC Developments — Fiscal Year 2017

Little Report

February 27, 2018

No ADA Claim Where Worker Fired for Threatening Co-Workers

SHRM

January 9, 2015

Speaking Engagements

2024 Nevada Regional Employer Conference

Las Vegas, NV

October 16, 2024

Managing Legal Compliance and Workplace Culture in the Nevada Cannabis Industry

August 1, 2024

2022 Nevada Regional Employer Conference - Reno

Reno, NV

September 13, 2022

2022 Nevada Regional Employer Conference - Las Vegas

Las Vegas, NV

September 8, 2022

When Every Day is “Blursday” - Wage and Hour Compliance for a Remote Workforce

Nevada Virtual Regional Employer Conference

September 14, 2021

Post-Election Impact: What to Expect Under a Biden Administration

February 18, 2021

2020 Nevada Virtual Employer

October 29, 2020

A Legal Update: Answers to Nevada Employers' Pressing Questions

April 14, 2020

2019 Nevada Employment Law Update

2019 Nevada Employer Conference, Las Vegas, NV

September 24, 2019

Nevada Paid Leave Law and FMLA/ADA Developments

2019 Nevada Employer Conference, Las Vegas, NV
September 24, 2019

2019 Nevada Employment Law Update

2019 Nevada Employer Conference, Reno, NV
September 19, 2019

Nevada Paid Leave Law and FMLA/ADA Developments

2019 Nevada Employer Conference, Reno, NV
September 19, 2019

Human Resource Law from Start to Finish

NBI
September 11, 2019

2019 Nevada Employment Law Legislative Update

Webinar for the State Bar of Nevada
September 10, 2019

2019 Legislative Update

Littler Webinar
July 16, 2019

A Busy Nevada Legislative Session: An Update on the Important New Employment Laws

Las Vegas Chapter of the Association of Legal Administrators
July 11, 2019

Employment Law Update

Nevada Employer Conference, Reno, NV
September 21, 2017

Leaves of Absence: Nevada Pregnant Workers' Fairness Act, Domestic Violence Leave, ADA and FMLA

Nevada Employer Conference, Las Vegas, NV
September 6, 2017

Employment Law Update

Nevada Employer Conference, Las Vegas, NV
September 6, 2017

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AAP Compliance, Part II, 2016 and Beyond, LGBT Issues in the Workplace

Southern Nevada Industry Liaison Group, Las Vegas, NV

June 28, 2016