



Neil C. Baker

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Focus Areas

Class Actions

Wage and Hour

Discrimination and Harassment

Leaves of Absence and Disability Accommodation

Unfair Competition and Trade Secrets

Overview

Neil C. Baker advises and represents Nevada and Utah employers in a broad range of employment matters and appears on their behalf before both federal and state courts, as well as before administrative agencies. His practice includes litigating actions involving a variety of federal and state laws, including the following:

- The Fair Labor Standards Act
- Title VII
- The Family and Medical Leave Act
- The Americans with Disabilities Act
- The Age Discrimination in Employment Act

In addition, Neil counsels employers on a variety of compliance issues. Among other matters, he provides advice on these topics:

- Paid and unpaid leaves of absence
- Drug testing
- Employee compensation, including minimum wage, overtime, and incentive plans
- Other wage and hour matters

Before joining Littler, Neil clerked for the Honorable Gregory K. Orme on the Utah Court of Appeals. In law school, he served as a managing editor on the *Indiana Law Journal*.

Professional and Community Affiliations

- Member, American Bar Association, 2017 - present
- Member, Labor and Employment Law Section, Nevada State Bar, 2017 - present
- Member, Young Lawyers Section, Nevada State Bar, 2017 - present

Recognition

- Recipient, CALI Excellence for the Future Award, *Indiana University Bloomington, Maurer School of Law*, May 2016
- Recipient, CALI Excellence for the Future Award, *Indiana University Bloomington, Maurer School of Law*, Fall 2013

Education

J.D., Indiana University, Bloomington, Maurer School of Law, 2016, *cum laude*

B.A., Hope International University, 2012, *summa cum laude*

Bar Admissions

Nevada

Utah

Courts

U.S. District Court, District of Nevada

U.S. District Court, District of Utah

Publications & Press

Nevada Labor Commissioner Issues Advisory Opinions Clarifying Mandatory PTO Law

Littler ASAP

November 8, 2019

Paid Leave Soon to be Required in Nevada

SHRM Online

July 22, 2019

Nevada Applicants and New Employees with Positive Marijuana Test Results Will Receive Legal Protections

Littler Insight

June 25, 2019

Paid Leave Soon to be the Law in Nevada

Littler ASAP

June 10, 2019

Annual Report on EEOC Developments – Fiscal Year 2018

Littler Report

January 28, 2019

Book Review, *The Crime of Complicity: The Bystander in the Holocaust* by Amos N. Guiora

Utah Bar Journal, Vol. 31, No.2

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