



## Neil C. Baker

Associate

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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 Enacts Paid Vaccination Leave and “Kin Care” Laws and Amends its Existing Paid Leave Law**

*Littler ASAP*

June 9, 2021

**The Nevada Minimum Wage Will Be On The Ballot In 2022**

*Littler ASAP*

May 26, 2021

**Annual Report on EEOC Developments – Fiscal Year 2020**

*Littler Report*

March 1, 2021

**Some Hospitality Employers in Nevada Must Establish Virus-Combating Protocols, Including Cleaning, Testing, and Paid Time Off**

*Littler Insight*

August 18, 2020

**Nevada Labor Commissioner Issues Paid-Leave Guidance on COVID-19**

*SHRM Online*

March 23, 2020

**Nevada Labor Commissioner Issues Paid Leave Guidance on COVID-19**

*Littler ASAP*

March 19, 2020

**Annual Report on EEOC Developments – Fiscal Year 2019**

*Littler Report*

March 5, 2020

**Paid Leave Is Now the Law in Nevada**

*Clark County Bar Communiqué*

February 1, 2020

**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*

March/April 2018

## **Speaking Engagements**

**Vaccines and Returning to Work: How the Pandemic Is Changing ADA Workplace Accommodations - Utah Edition**

Salt Lake City, UT

October 27, 2021

**Vaccines and Returning to Work: How the Pandemic is Changing ADA Workplace Accommodations**

Nevada Virtual Regional Employer Conference

September 14, 2021

**2020 Nevada Virtual Employer**

October 29, 2020

**New Leave and Accommodation Issues to Consider as Employees Return to Work**

July 6, 2020

**Marijuana and the Workplace in Illinois and Nevada: Preparing for the New 2020 Marijuana Laws**

December 9, 2019