

Renea I. Saade

Shareholder

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Focus Areas

Wage and Hour
Discrimination and Harassment
Training - Compliance, Ethics, Leadership
Hiring, Performance Management and Termination
Government Contractors
Construction

Overview

Renea Saade counsels clients on a broad range of employment issues including wage and hour compliance, accommodation and leave requests, enforcement and defense of noncompetition and nonsolicitation agreements, workplace investigations, discipline and terminations. Renea also assists clients in the development, revision and enforcement of employee handbooks, policies and contracts and provides onsite employment law training (including training required by the EEOC or a local human rights agency pursuant to a settlement or conciliation agreement) on issues including prevention of harassment and discrimination, hiring dos and don'ts, wage laws and best practices for performance reviews. She regularly represents employers in federal and state court proceedings, agency audits and investigations.

While Renea works with employers operating in Alaska and throughout the Pacific Northwest in a variety of industries, she has significant experience working with employers in the industries of construction, government contracting, fishing, retail, non-profit sector and health care and is familiar with the unique challenges and legal issues associated with employing individuals in safety sensitive positions and remote locations. Renea draws upon her skills and experience to keep companies informed on the latest employment law issues through her articles in *Alaska Business Monthly* and her frequent presentations to a variety of professional organizations, including the Alaska and Anchorage chapters of the Society for Human Resource Management.

Prior to joining Littler, Renea was a partner at two west coast firms, as well as an associate at firms in Seattle and Boston.

Professional and Community Affiliations

- President, YWCA Alaska
- Member, Board of Directors, Koahnic Broadcasting
- Board Member, Anchorage Association of Women Lawyers
- Member, Alaska Chapter, Society for Human Resource Management, 2009-present
- Co-Chair, Diversity Committee, Washington State Bar Association, 2007-2008

Recognition

- Named, America's Leading Lawyers for Business, *Chambers USA*, 2014-2020
- Fellow, *Washington State Bar Association Leadership Institute*, 2007-2008

Education

J.D., Northeastern University School of Law

B.A., University of Washington

Bar Admissions

Alaska

Washington

Courts

U.S. Court of Appeals, 1st Circuit

U.S. Court of Appeals, 9th Circuit

U.S. District Court, District of Alaska

U.S. District Court, District of Washington

Publications & Press

Alaska Legislature Eyes Minimum Wage, Pay Equity and Discrimination Law Changes

Littler ASAP

January 27, 2021

Littler's Renea Saade Receives 2019 NHRMA Distinguished Member Award

Littler Press Release

October 10, 2019

Littler Ranked in 2019 Chambers USA Guide

Littler Press Release

April 25, 2019

Littler Ranked in 2018 Chambers USA Guide

Littler Press Release

May 15, 2018

Penny Wise - Pound Foolish: Wage & Hour Pitfalls

Littler Article

March 8, 2018

Littler Adds Shareholder Renea Saade in Anchorage

Littler Press Release

June 20, 2017

Don't Let the Misclassification of Workers Risk the Health of Your Business

Alaska Business Monthly

December 2016

Navigating Changes to the Salary Threshold for "Exempt" Employees

Alaska Business Monthly

August 2016

When the Music Stops - Will the Seat Still Be Empty?

Alaska Business Monthly

April 2016

Does Your Business Need to Scale Back in 2016?

Alaska Business Monthly

February 2016

The Legal Landscape for Alaska Employers Is Changing. Are You Changing with It?

Alaska Business Monthly

October 2015

Going Paperless? Great - But Don't Shred Your Document Retention Policy

Alaska Business Monthly

July 2013

Internships: A Benefit to Both Company and Intern, If Done Correctly

Alaska Business Monthly

January 2013

Speaking Engagements

Federal Contractor Affirmative Action: Are You Up to Date?

Anchorage, AK

May 2, 2019

You're Fired! Discipline and Terminations

Alaska SHRM, Alaska State HR Conference, Anchorage, AK

May 2017

Employment Law 101: From Hiring to Firing and Everything in Between: Overview of the Employment Law Topics All Employers in Alaska Should Know

Alaska Chiropractic Society Annual Conference, Anchorage, AK

December 2016

Navigating New FLSA Rules for Exempt Workers

Alaska Bar Association, Corporate Counsel Law Section

November 2016

Tribal Economic Development and Sovereignty

Law Seminars International, Anchorage, AK

March 2016

Employment Law: Beyond the Basics

Sterling Education Services, Anchorage, AK

October 2015

Building a Solid Foundation - Hiring Dos and Don'ts

AGC of Alaska Annual Conference, Anchorage, AK

2014

Best Practices for Conducting Internal Investigations

Employment Law in Alaska, Law Seminars International, Anchorage, AK

2012

Sending a Warning Shot Over the Bow - Tips for Crafting an Effective Warning Letter for Non-Compete and Non-Solicitation Disputes

Alaska Bar Association CLE, Anchorage, AK

2012

Tips for Performance Reviews

NAWIC Alaska Chapter, Anchorage, AK

2012