



Rick D. Roskelley

Shareholder

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Focus Areas

Wage and Hour

Class Actions

Staffing, Independent Contractors and Contingent Workers

Workplace Safety and Health (OSHA & MSHA)

ERISA and Benefit Plan Litigation

Home Health and Home Care

Overview

Rick D. Roskelley handles all aspects of employee compensation, including:

- Minimum wage
- Overtime
- Prevailing wage obligations
- Employee incentive plans and policies
- Other wage and hour matters
- Independent contractor issues

He also advises and represents clients in wrongful termination and discrimination matters and has considerable knowledge of claims involving:

- The Americans with Disabilities Act
- The Fair Labor Standards Act
- The Family and Medical Leave Act
- The Sarbanes-Oxley Act
- The Employee Retirement Income Security Act
- The Taft-Hartley Act

His nationwide practice focuses on the defense of class and collective actions on behalf of employers before state and federal administrative agencies, including:

- The Equal Employment Opportunity Commission
- The Occupational Safety and Health Administration
- The Nevada Equal Rights Commission
- The Nevada Occupational Safety and Health Review Board
- The Utah Occupational Safety and Health Review Board
- The Utah Anti-Discrimination and Labor Division

He also regularly represents employers in trials and arbitration, as well as in compensation disputes with the Department of Labor, the Nevada Office of the Labor Commissioner, the Utah Labor Commission and enforcement agencies of other states. Rick also has expertise in handling Idaho, Nevada, Pennsylvania and Utah workers' compensation issues, including benefits claims disputes.

Additionally, Rick frequently lectures and conducts seminars on a variety of employment and labor law topics for his clients, which include:

- Hotels
- Call centers
- Media organizations
- Transportation companies
- Messengers
- Restaurants
- Manufacturers
- Health care providers

Rick has served as a member of the firm's Associates Committee since 2000. Previously, he worked as a staff attorney for Office of Administrative Law Judges, United States Department of Labor.

Professional and Community Affiliations

- Assistant District Commissioner, Las Vegas Area Counsel, Boy Scouts of America
- Member, International Foundation of Employee Benefits Plans
- Member, Western Pension Benefits Conference
- Member, Salt Lake Society for Human Resource Management (SHRM)
- Member, Color Country Human Resources Association
- Former Chair, Alumni Association, Brigham Young University, Las Vegas Chapter, 2000-2005

Recognition

- Named, The Best Lawyers in America®, 2012-2021

Education

J.D., Brigham Young University, 1985, *cum laude*

B.A., Brigham Young University, 1981

Bar Admissions

Nevada

Idaho

Pennsylvania

Utah

Courts

U.S. Supreme Court

U.S. Court of Appeals, 10th Circuit

U.S. Court of Appeals, 9th Circuit

U.S. District Court, District of Nevada

U.S. District Court, District of Idaho

U.S. District Court, District of Utah

Languages

French

Spanish

Publications & Press

Best Lawyers in America® 2021 Edition Honors More Than 250 Littler Lawyers

Littler Press Release

August 20, 2020

Utah State Legislature Clarifies: Private Employers Not Required to Accommodate Use of Medical Cannabis; Public Employers Held to Different Standard

Littler ASAP

March 11, 2020

Best Lawyers in America® 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year

Littler Press Release

August 15, 2019

Paid Leave Soon to be Required in Nevada

SHRM Online

July 22, 2019

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

Littler ASAP

June 19, 2019

Nevada's Continued Efforts to Increase the Minimum Wage

Littler ASAP

June 13, 2019

Paid Leave Soon to be the Law in Nevada

Littler ASAP

June 10, 2019

Nevada Codifies What Constitutes "Health Benefits" for Purposes of Nevada's Minimum Wage Laws

Littler ASAP

May 30, 2019

Nevada Expands Mandatory Occupational Safety Training to Conventions and Trade Shows

Littler ASAP

May 28, 2019

Nevada Expands Remedies Available for Employment Discrimination Claims

Littler ASAP

May 24, 2019

Best Lawyers in America® 2019 Edition Honors More Than 200 Littler Lawyers

Littler Press Release

August 15, 2018

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

Littler ASAP

June 4, 2018

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

Littler Insight

September 13, 2017

Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers

Littler Press Release

August 17, 2017

Nevada Mandates Employer Provided Leave and Accommodations for Victims of Domestic Violence

Littler Insight

June 30, 2017

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

Littler ASAP

June 9, 2017

Nevada Expands Protections for Pregnant Workers

Littler ASAP

June 6, 2017

What to Keep and What to Toss: Compliance with Record-keeping Requirements for Utah Employees

Utah Business

June 5, 2017

Lessons In Complying With Nev. Minimum Wage Amendment

Law360

May 4, 2017

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

Littler ASAP

March 24, 2017

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

Littler Insight

October 28, 2016

The Best Lawyers in America© Honors More Than 180 Littler Lawyers in Its 2017 Edition

Littler Press Release

August 16, 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

Littler Insight

March 7, 2016

Independent Contractor Agreements

Clark County Bar Association Communique

March 2, 2016

Littler Attorneys Recognized in the Best Lawyers in America© 2016 Edition

Littler Press Release

August 18, 2015

Nevada Establishes Conclusive Presumption for Independent Contractor Status

Littler ASAP

June 10, 2015

U.S. Supreme Court: Antitheft Security Screening Not Part of the Job for FLSA Compensation Purposes

Littler Insight

December 23, 2014

Littler Attorneys Included in the Best Lawyers in America© 2015 Edition

Littler Press Release

August 18, 2014

Supreme Court Grants Cert to Review Compensability of Security Screening Time

Littler ASAP

March 6, 2014

New Nevada Employment Law Developments Affect Social Media, Overtime

Littler Insight

August 27, 2013

Littler Attorneys Named in Best Lawyers in America® 2014 Edition

Littler Press Release

August 15, 2013

Best Lawyers in America® Names 164 Littler Attorneys to 2013 Edition

Littler Press Release

September 7, 2012

Best Lawyers in America® Names 108 Littler Lawyers to 2012 Edition

Littler Press Release

September 12, 2011

Nevada Expands Parental Leave for Employees Attending School-Related Activities

Littler Insight

June 9, 2009

Union-Supported Petition Initiative in Nevada Would Prohibit Employer Required Tip Sharing

Littler Insight

February 6, 2008

The Nevada Constitutional Minimum Wage

Littler Insight

November 16, 2006

Rick Roskelley Comments on Labor Relations

Las Vegas Review Journal

October 23, 2006

Rick Roskelley Heeds the Tide of Wage and Hour Lawsuits

Review Journal.com

August 28, 2006

Nevada Occupational Safety and Health Act

Nevada Lawyer

October 1997

Speaking Engagements

2020 Nevada Virtual Employer

October 29, 2020

A Legal Update: Answers to Utah Employers' Questions

April 28, 2020

A Legal Update: Answers to Nevada Employers' Pressing Questions

April 14, 2020

Doggy Dilemmas: Accommodating Service Animal Issues

Nevada Employer Conferences, Las Vegas and Reno

September 12-13, 2018

Advanced Leave and Accommodation Issues

Las Vegas, NV

July 26, 2018

A Practical Approach to the Americans with Disabilities Act: Applying Performance and Conduct Standards to Employees with Disabilities

April 17, 2018

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

Nevada Employer Conference, Las Vegas, NV

September 6, 2017

Nevada Pregnant Workers' Fairness Act: What You Need to Know About the New Law

June 26, 2017

Transportation Industry Roundtable

May 10, 2017

Showdown of the NLRB v. the Courts: Supreme Court Action on Class Action Waivers in Arbitration Agreements

March 29, 2017

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

Transportation/Courier Industry Roundtable

The 2016 Executive Employer® Conference, Scottsdale, AZ

May 6, 2016

Ready or Not...Changes to the White Collar Regulations Expected in 2016: What Should Employers Do Now?

Las Vegas, NV

February 23, 2016

The Implications of Changes to the Fair Labor Standards Act

Las Vegas, NV

August 5, 2015

The 2015 Nevada Employer Conference

Las Vegas, NV

February 24, 2015

The 2013 Nevada Employer Conference

Las Vegas, NV

November 7, 2013

The 2013 Nevada Employer Conference

Reno, NV

November 5, 2013

What to Do When OSHA Comes Knocking: An Ounce of Prevention is Worth a Pound of Cure

Las Vegas, NV

July 30, 2013

The 2012 Nevada Employer Conference

Reno, NV

September 14, 2012

Nevada Wage & Hour Issues

Littler Mendelson, Reno, NV

September 14, 2012

The 2012 Nevada Employer Conference

Las Vegas, NV

September 12, 2012

Nevada Wage & Hour Issues

Littler Mendelson, Las Vegas, NV

September 12, 2012

OSHA Hot Topics

Las Vegas, NV

July 19, 2012

Wage and Hour Compliance

Las Vegas, NV

April 19, 2012

Trend Spotting: 2011 Employment Update

Las Vegas, NV

June 23, 2011

Health Care Reform – What Does It Mean for Employers?

Las Vegas, NV

September 17, 2010

Dealing With Daily Overtime in Nevada

Las Vegas, NV

September 25, 2009

Reductions in Force: The Puzzle, The Process And Alternatives

Las Vegas, NV

April 1, 2009