

Jen Sarafina

Littler CaseSmart Counsel

direct: (816) 788-7066

jsarafina@littler.com



Overview

As a member of the Littler CaseSmart – Charges™ team and based in Nevada, Jen Sarafina is responsible for handling charges from investigation to conclusion. She works on client-dedicated service teams, focusing on handling administrative agency charges. She investigates charge allegations, reviews pertinent documents, interviews key witnesses, and provides clients an assessment of the risks associated with the charge. In partnership with the client, she defends the charge by drafting persuasive position statements and responses to the agency's requests for information.

Prior to joining Littler, Jen worked for over 17 years exclusively representing employers in labor and employment matters at a boutique law firm based in Las Vegas, Nevada. She represented businesses of various sizes and industries as well as nonprofits and public entities in all areas of labor and employment. Jen represented clients in state and federal courts including the Nevada Supreme Court and the Ninth Circuit Court of Appeals.

In addition to extensive work on charges of discrimination, Jen has provided:

- Preventative advice through training, handbook reviews, pay equity review and climate surveys
- Litigation defense of a variety of employment-related claims such as USERRA, wage and hour, wrongful termination, and FMLA discrimination and retaliation
- Traditional labor law including practice before Nevada's Employee-Management Relations Board and the NLRB, as well as labor arbitrations and negotiations including effects bargaining and multiemployer negotiations

Jen also worked for almost two years for the State of Nevada as a Deputy Staff Attorney, representing the Department of Employment Training and Rehabilitation, which allowed her further insight into administrative agencies.

Professional and Community Affiliations

- Member, State Bar of Nevada
- Member, American Bar Association

Recognition

- Named, The Best Lawyers in America®, 2012-present
- Named, Lawyer of the Year, Employment Law – Management, *The Best Lawyers in America*®, 2022

- Named, Top Rank Attorneys (formerly Legal Elite), *Nevada Business Magazine*, 2020, 2022, 2023
- Named, Rising Star, Mountain States, *Super Lawyers*, 2010, 2014

Education

J.D., William Mitchell College of Law, 2005, *cum laude*

B.A., University of Minnesota, 2002, *summa cum laude*

Bar Admissions

Nevada

Courts

U.S. Court of Appeals, 9th Circuit

Nevada Supreme Court

U.S. District Court, District of Nevada

Publications & Press

Employee Leave Issues: Five Traps to Avoid

Nevada Lawyer

March 2020

It Is No Longer “Business as Usual” For Employers After the NLRB’s Implementation of New “Quickie” Election Rules

Clark County Bar Association’s Communiqué

March 2016

Lawyers in Love

Clark County Bar Association’s Communiqué

Vol. 33, Nos. 6 & 7, 2012