



Katie B. Blakey

Senior Counsel

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Practice Areas

Executive Compensation
HR Advice and Counsel
Investigations
Leave and Accommodation
Handbooks and Policies

Overview

Katie B. Blakey provides counsel to employers, executives, and management in the field of employment law and provides guidance on matters ranging from ADA and FMLA Management and Accommodation, the Equal Pay Act, the Employee Retirement Income Security Act litigation to complex wage and hour class actions and wrongful termination matters. She handles all aspects of employee compensation, including:

- Minimum wage
- Overtime
- Independent contractor issues
- Internships
- Employee incentive plans and policies
- Employment agreements
- Other wage and hour matters

She also advises clients in discrimination issues related to avoiding and minimizing exposure to wrongful termination and discrimination claims and other various employment topics involving:

- Title VII of the Civil Rights Act of 1964
- The Fair Labor Standards Act (FLSA)
- The Employee Retirement Income Security Act (ERISA)

- Occupational Safety and Health Administration (OSHA)
- The Americans with Disabilities Act (ADA)
- The Family and Medical Leave Act (FMLA)
- Non-compete issues
- Leaves of absence
- Accommodation
- Harassment and discrimination
- Performance issues

Additionally, Katie regularly assists clients in developing, revising, and updating employee handbooks, restrictive covenants, and other employment related policies.

Recognition

- Named, Ones to Watch, *The Best Lawyers in America®*, 2023-2024

Education

J.D., Emory University School of Law, 2012

B.A., Boston University, 2008

Bar Admissions

Texas

Nevada

Publications & Press

Littler Appoints New Co-Chairs for Critical IE&D Mentorship and Sponsorship Programs

Press Release

January 31, 2023

Littler Elevates 33 Attorneys to Shareholder

Press Release

January 6, 2022

CMS Issues Broad COVID-19 Vaccine Requirements for Healthcare Employers

Littler ASAP

November 4, 2021

Texas Governor Abbott Bars Employers and Individuals from Compelling COVID-19 Vaccines

Littler ASAP

October 12, 2021

Texas: Mask On, Mask Off, Mask On...

Littler ASAP

August 16, 2021

Texas Governor Abbott Signs New Order Aimed at Bringing Uniformity to the State's COVID-19 Response

Littler ASAP

August 2, 2021

Supreme Court Declines to Hear Appeal in ERISA Class Action Permitting Recalculation of Benefits as Available Relief

Littler ASAP

June 30, 2021

Texas Enacts New COVID-19 Liability Protection Law

Littler ASAP

June 17, 2021

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 ASAP

September 13, 2017

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

Littler ASAP

June 9, 2017

Lessons In Complying With Nev. Minimum Wage Amendment

Law360

May 4, 2017

Bills Businesses are Watching

Las Vegas Business Press

April 3, 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 ASAP

October 28, 2016

Nevada High Court's Unyielding Approach To Noncompetes

Law360

October 24, 2016

Nevada Supreme Court Rules that Overly Broad Non-Compete Agreements are Wholly Unenforceable

Littler ASAP

August 8, 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 ASAP

March 7, 2016

Independent Contractor Agreements

Clark County Bar Association Communique

March 2, 2016

Nevada Establishes Conclusive Presumption for Independent Contractor Status

Littler ASAP

June 10, 2015

Events & Speaking Engagements

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

Books & Book Chapters

- Nevada Chapter, *BNA Wage and Hour Treatise*, Editor, 2017