## Katie B. Blakey

Shareholder

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## Practice Areas

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

## Overview

Katie B. Blakey represents employers, executives, and management in the field of employment law and handles litigation matters ranging from Employee Retirement Income Security Act (ERISA) 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 and represents clients in wrongful termination and discrimination matters 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.

Prior to joining Littler, Katie clerked for the Hon. Nancy J. Koppe and the Hon. Robert J. Johnston of the U. S. District Court for the District of Nevada. During law school, she served as a judicial extern for the Hon. Kent J. Dawson as well as the Hon. Robert J. Johnston at the same district court. She also served as the director-in-chief of the Emory Moot Court Society and vice-president of the Legal Association of Women Students while at Emory University School of Law.

## Recognition

- Named, The Best Lawyers in America®, 2027
- 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