



Roger L. Grandgenett II

Office Managing Shareholder

3960 Howard Hughes Parkway
Suite 300
Las Vegas, NV 89169
200 South Virginia Street
8th Floor
Reno, NV 89501
main: +1 (702) 862-8800
direct: (702) 862-7723
fax: +1 (702) 862-8811
rgrandgenett@littler.com



Practice Areas

Discrimination and Harassment
Wage and Hour
HR Advice and Counsel
Labor Management Relations
Class Action

Overview

Roger L. Grandgenett advises and represents employers in all aspects of labor and employment matters before the trial courts and courts of appeals, Equal Employment Opportunity Commission, the Nevada Equal Rights Commission, the National Labor Relations Board and Employee Management Relations Board, as well as the Department of Labor and the Nevada Labor Commissioner and in arbitration. His practice includes:

- Federal and state litigation
- Trial, arbitration, appellate advocacy and administrative proceedings
- Mediation
- Title VII of the Civil Rights Act
- The Americans with Disabilities Act
- The Age Discrimination in Employment Act
- State anti-discrimination laws
- The Family and Medical Leave Act
- Wrongful termination
- Issues regarding the Occupational Safety and Health Administration

- Fair Labor Standards Act and state wage and hour issues
- Breaches of collective bargaining agreements
- Contract interpretation and employee discipline disputes

Roger also gives general advice and opinions addressing labor and employment compliance and issues. He most commonly works with clients in the hospitality, construction, and service industries.

Roger has worked as an adjunct professor at the Community College of Southern Nevada, where he taught classes on civil procedure and administrative law. He also served as publications editor for *Communique* and the *Clark County Bar Journal*. He is certified as a Professional in Human Resources.

Prior to joining Littler, Roger worked for six years as law clerk/attorney for small boutique labor and employment law firm in downtown Las Vegas. In law school, he was a staff writer for the *Kansas Journal of Law and Public Policy*.

Professional and Community Affiliations

- Member, Employment Section, American Bar Association
- Member, Clark County Bar Association

Recognition

- Named, The Best Lawyers in America®, 2012-2025

Education

J.D., University of Kansas School of Law, 1994

B.A., University of Nebraska, 1991, *magna cum laude*

Bar Admissions

Nevada

California

Courts

U.S. Court of Appeals, 9th Circuit

U.S. District Court, District of Nevada

U.S. District Court, District of California

U.S. District Court, Northern District of California

U.S. District Court, Central District of California

U.S. District Court, Southern District of California

Publications & Press

Nevada Ends Public Accommodations COVID-19 Paid Leave

Littler ASAP

June 7, 2023

Nevada Voters Eliminate Two-Tier Minimum Wage System

SHRM Online

November 29, 2022

The Gilded Wage? Nevada Voters Eliminate Two-Tier Minimum Wage System

Littler ASAP

November 22, 2022

Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers

Press Release

August 19, 2021

Pandemic-Born Rules: Nevada's Newest Employment Laws

Littler ASAP

June 21, 2021

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

Press Release

August 20, 2020

Paid Leave Is Now the Law in Nevada

Clark County Bar Communiqué

February 1, 2020

Littler Lightbulb: Tips for Handling Workplace Issues Related to the Big Game and Other Madness

Littler ASAP

January 23, 2020

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

Press Release

August 15, 2019

Nothing Ventured, Nothing Gained: New Employment Laws in Nevada

Littler ASAP

July 24, 2019

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

Press Release

August 15, 2018

How Can Employers Compete with this Sporting Trifecta? The Super Bowl, Olympics, and March Madness Approach

Littler ASAP

February 1, 2018

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

Press Release

August 17, 2017

Five Things to Know About the New DOL Overtime Rule

Communiqué

January 1, 2017

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

Press Release

August 16, 2016

Gambling in the Workplace is Anything But a Safe Bet

Littler ASAP

February 1, 2016

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

Press Release

August 18, 2015

Nevada Supreme Court Adopts Economic Realities Test to Determine Employment Status

Littler ASAP

December 4, 2014

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

Press Release

August 18, 2014

Nevada Clarifies Medical Marijuana Law and Enacts New Law on Arbitration Agreements

Littler ASAP

February 7, 2014

New Nevada Employment Law Developments Affect Social Media, Overtime

Littler ASAP

August 27, 2013

Littler Attorneys Named in Best Lawyers in America® 2014 Edition

Press Release

August 15, 2013

Littler Shareholder Roger Grandgenett Named Las Vegas Office Managing Shareholder

Press Release

January 10, 2013

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

Press Release

September 7, 2012

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

Press Release

September 12, 2011

Nevada Adds Gender Identity to Categories Protected from Employment Discrimination

Littler ASAP

July 11, 2011

Nevada Minimum Wage and Daily Overtime Rate Changes Effective July 1, 2009

Littler ASAP

April 7, 2009

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

Littler ASAP

February 6, 2008

Events & Speaking Engagements

Salt Lake City Breakfast Briefing

Salt Lake City, UT

November 7, 2024

2024 Nevada Regional Employer Conference

Las Vegas, NV

October 16, 2024

2023 Nevada Regional Employer Conference - Las Vegas

Las Vegas, NV

October 24, 2023

2023 Nevada Regional Employer Conference - Reno

Reno, NV

September 28, 2023

2022 Nevada Regional Employer Conference - Las Vegas

Las Vegas, NV

September 8, 2022

Employment Law and Legislative Update: New Laws and Mandates in Nevada and What to Expect on a Federal Level

Nevada Virtual Regional Employer Conference

September 14, 2021

Post-Election Impact: What to Expect Under a Biden Administration

February 18, 2021

2020 Nevada Virtual Employer

October 29, 2020

Employment Agreements From A to Z - Executive, Non-Compete, Arbitration Agreements, and More!

Nevada Employer Conferences, Las Vegas and Reno

September 12-13, 2018

Employment Law Update

Nevada Employer Conference, Reno, NV

September 21, 2017

Employment Law Update

Nevada Employer Conference, Las Vegas, NV

September 6, 2017

President Trump's First 100 Days: What Does It Mean for Employers?

Las Vegas, NV

March 24, 2017

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

Employee From Hell

Littler Mendelson, 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

Employee From Hell

Littler Mendelson, 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

Employment Law Hot Topics

Las Vegas, NV

March 23, 2012

Trend Spotting: 2011 Employment Update

Las Vegas, NV

June 23, 2011