

The Journey Ahead: How to Navigate the Future of Work

Tuesday | September 14, 2021



2021 Virtual Employer Series

All sessions will be recorded and will be available On Demand following the conclusion of the event.

9:00 a.m. – 10:15 a.m. PT

COVID-19 - Its Impact on Employment Litigation, How Best to Prepare Your Company, and What the Future of Litigation May Hold

The COVID-19 pandemic has had an immediate and ongoing impact on employment litigation across the country, affecting virtually every industry. Since the beginning of the pandemic, over 2,000 cases have been filed against employers, with more than 95% of those cases involving retaliation and discrimination claims. In this session, we will explore these pandemic-related litigation trends thus far, the types of claims we believe are on the horizon for 2021, and the steps employers ought to be thinking about now to prepare themselves for those claims. We will also provide predictions about how the pandemic may have changed the way the courts manage and handle litigation in the future.

Moderator: Patrick Hicks, Shareholder, Littler, Las Vegas, NV

Panel Speakers:

Hillary Barrett, Vice President Employment & Business Affairs, Penn National Gaming, Inc.

Paul Georgeson, Senior Vice President, & Deputy General Counsel, Caesars Entertainment

Nate Lloyd, Labor and Employment Attorney, Resorts World Las Vegas

Devjani Mishra, Shareholder, Littler, New York, NY

10:30 a.m. – 11:45 a.m. PT

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

The Nevada legislature recently completed its session and passed laws that impact Nevada employers, including laws that relate to COVID-19 and leave. Join Littler attorneys to discuss the new legislation in Nevada and what we have seen and may expect to see from the Biden administration with regard to its labor and employment law agenda.

Roger Grandgenett, Office Managing Shareholder, Las Vegas, NV

Amy Thompson, Associate, Las Vegas, NV

12:00 p.m. – 1:15 p.m. PT

Vaccines and Returning to Work: How the Pandemic is Changing ADA Workplace Accommodations

The pandemic forced us to rethink notions of how work is accomplished – and that experience will have a lasting impact on how workplace accommodations are viewed. How will courts and agencies, which shared the same sheltering experience, now view accommodations such as telework, worksite equipment, job restructuring and even assistance animals? Littler attorneys will vet the new possibilities and challenges for employers and provide strategies and insights into these often-complicated issues.

Ethan Thomas, Associate, Las Vegas, NV

Neil Baker, Associate, Las Vegas, NV

1:30 p.m. – 2:45 p.m. PT

The Next Noncompete Reboot

A primer on the continuing shifting sands of Nevada noncompete agreements, an overview of the trilogy of major noncompete law changes in the past five years, and a view from the trenches on enforcement actions.

Montgomery Paek, Shareholder, Las Vegas, NV

Diana Dickinson, Associate, Las Vegas, NV

3:00 p.m. – 4:15 p.m. PT

When Every Day is “Blursday” - Wage and Hour Compliance for a Remote Workforce

Complying with the complex patchwork of wage and hour laws is difficult enough when managing a 9-to-5, Monday-to-Friday, office-based workforce. Now that millions of workers are adjusting to a more permanent remote work arrangement, wage and hour compliance is even more challenging. During this session, our panel will guide you on how to define and track “hours worked” when work-from-home employees are constantly juggling work and personal priorities throughout the day. As plaintiffs’ lawyers encourage remote workers to sue for unreimbursed home office expenses (including computers, phones, internet service, office supplies, and even a portion of utilities and rent), we will consider how to structure a reasonable expense reimbursement program. We will consider how transitioning to work-from-home may have transformed the nature of previously exempt jobs and discuss the perils of common “self-help” remedies undertaken when the employment relationship ends and home office equipment is not returned.

Rick Roskelley, Shareholder, Las Vegas, NV

Katy Branson, Shareholder, Las Vegas, NV

Kelsey Stegall, Associate, Las Vegas, NV