

**2024 Las Vegas Labor and Employment Law Seminar
November 1, 2024**

MAIN SESSIONS:

Beyond the Basics: Navigating the New Era of Accommodation Under the PWFA

Think you understand workplace accommodations? Think again. The Pregnant Workers Fairness Act (PWFA), effective June 27, 2023, is reshaping how employers handle reasonable accommodations for pregnancy, childbirth, and related conditions. With new regulations finalized in April 2024, the PWFA introduces unique requirements that go beyond the ADA. This session will break down these game-changing regulations, the documentation challenges, and the latest enforcement trends—highlighted by recent lawsuits filed by the EEOC. Join Myra Creighton and Judy Sanderlin for this session that will introduce the PWFA and explain how to comply with it. This session will provide an overview of the federal law and the associated regulations, examples of reasonable accommodations for pregnant workers, discuss what the PWFA prohibits and allows, and discuss how this new federal law differs from our state law: the Nevada Pregnant Workers Fairness Act.

Myra Creighton and Judy Sanderlin

No-Nonsense Investigations: Get to the Facts, Avoid the Traps

Join Jeff Shapiro and Anne Hanson in this interactive session which will involve participants in thinking about and effectively handling the curve balls that tend to arise while conducting an employee investigation. Participants will leave this session with a better understanding of best practices in how to navigate more complex and unusual workplace situations.

Jeff Shapiro and Anne Hanson

Survive and Advance: An Employer's Guide for the DOL's New Overtime Rules

David Dornak and John Orr will review the Department of Labor's new rules extending overtime protection for employees under the Fair Labor Standards Act that went into effect on July 1, 2024. They will discuss critical concepts related to properly classifying employees and independent contractors, minimum wage, maintaining adequate payroll records, and tips for mitigating the risk of employee litigation and DOL investigations. This presentation will outline practical steps that every employer can take to comply with the DOL's new overtime rules.

Dave Dornak and John Orr

Accommodation Unplugged: Your All-in-One Q&A on ADA, Religion, and Pregnancy

Got questions about accommodations? We've got answers! Whether you're navigating the intricacies of the ADA, religious accommodations, or the Pregnant Workers Fairness Act (PWFA), this interactive session is your chance to ask attorneys Myra Creighton and Anne Hanson anything.

Myra Creighton and Anne Hanson

BREAKOUT SESSIONS:

NLRB Changes Affect Every Employer

The NLRB has been busy and much of what it has done affects non-union employers more than ever before. David Dornak and Allison Kheel will explain the new rules that enable a union to quickly and easily organize your employees. Learn how the NLRB can legally challenge your employee handbook or your noncompete agreements. Plus, unionized employers will hear about important new developments when it comes to decertification elections.

David Dornak and Allison Kheel

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Navigating Landmines When Employees Come and Go -- Non-Compete and Trade Secret Issues

Join Mike Greco and John Orr for an insightful presentation on navigating the legal complexities when employees transition in and out of your organization. We will cover key issues involving noncompete agreements, trade secret protection, and common mistakes made by departing employees. Learn practical strategies for managing employee departures, enforcing restrictive covenants, and safeguarding your company's valuable information. Don't miss this opportunity to gain expert advice and actionable steps to protect your business interests.

Mike Greco and John Orr

Harassment in Focus: Latest Legal Developments and Essential Refresher

Stay up to date on the evolving landscape of workplace harassment laws. Scott Mahoney and Judy Sanderlin will provide a thorough review of recent legal developments, including new rulings and legislative changes that impact how employers handle harassment claims. We'll also revisit key ongoing issues, ensuring you're equipped with the knowledge to address persistent challenges in your organization.

Scott Mahoney and Judy Sanderlin

LUNCH SESSION:

Las Vegas, Where We've Come from and Where We're Going

Clark County Commission Chairman Tick Segerblom is a fourth-generation Nevadan, dedicated public servant, and accomplished employment attorney. We are pleased to have him join us to provide his distinct perspective on the past and future of Las Vegas and Nevada. Before joining the Clark County Commission, Tick spent five years serving in the Nevada State Assembly and five years in the Nevada State Senate. Alongside his public service, he has built a successful legal career, specializing in representing employees in employment cases, further demonstrating his commitment to advocacy.

Clark County Commissioner Tick Segerblom