



2023 Nevada Regional Employer Conference

Thursday, September 28 | Reno, NV
Tuesday, October 24 | Las Vegas, NV

8:30 a.m. – 9:00 a.m.

Registration and Breakfast

9:00 a.m. – 10:15 a.m.

Legal Issues Trending in the Workplace for all the Right and Wrong Reasons

This session will include a panel of industry professionals with experience ranging anywhere from employment law to human resources, they will address the hottest issues currently in the workplace that are keeping them up at night. The panel will discuss how their companies have handled these issues and what yours can do to achieve the same success. You will walk away from this session knowing what you're doing right, what you're doing wrong, and how you can prepare for what's coming up next.

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Moderator:

Ethan Thomas, Shareholder – Las Vegas

Speakers:

Ryan Bellows, Vice President, Government & External Relations at NV Energy

Jeff Judd, Sr. Legal Counsel – Employment at Waste Management

Rachel Silverstein, General Counsel, SVP Compliance at CleanSpark

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Moderator:

Patrick Hicks, Shareholder – Las Vegas

Speakers:

Hilary Barrett, Vice President, Employment & Business Affairs at Penn Entertainment, Inc.

Patrick N. Chapin, Arbitrator, Mediator and Civil Litigator

Nathan T.H. Lloyd, General Counsel at The ASNY Company, LLC

Rachel Silverstein, General Counsel, SVP Compliance at CleanSpark

10:15 a.m. – 10:30 a.m.

Break

10:30 a.m. – 11:30 a.m.

Autopsy of a Wage and Hour Class Action

You've seen the headlines: "Jury Awards Plaintiffs Millions in Off-the-Clock Class Action" or "Employer Prevails in Misclassification Collective Action." But those headlines are written after years of litigation, and long after the challenged wage and hour practice was implemented. In this insightful program, we will conduct a post-mortem examination of a fictional wage and hour class action in Nevada. We will examine how strategic decisions on wage and hour issues like calculating the regular rate of pay for overtime and travel pay, can minimize a class action against an employer. If we take the time to understand complex wage and hour issues in Nevada, we can learn important lessons and use that knowledge to prepare employers to avoid (or at least better defend) against future claims.

Speakers:

Roger Grandgenett, Office Managing Shareholder – Las Vegas

Andrew Clark, Associate – Las Vegas

Michael Dissinger, Associate – Las Vegas

11:30 a.m. – 11:45 a.m.

Break

11:45 a.m. – 12:45 p.m.

From the 'Judge's' Bench: A Report Card on 2022-2023 FMLA/ADA Developments

This interactive panel session will present on key developments in the FMLA and ADA space. These developments will include noteworthy case law, agency enforcement realities, and trends and recommended practices as employers emerge from the last three years focused on the pandemic to find themselves in both new, and sometimes familiar, territory in the leave and accommodation space.

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Wendy Krincek, Shareholder – Las Vegas

Kelsey Stegall, Associate – Las Vegas

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Wendy Krincek, Shareholder – Las Vegas

Amy Thompson, Of Counsel – Las Vegas

Lauren Forsythe, Associate – Salt Lake City

12:45 p.m. – 1:45 p.m.

Lunch

1:45 p.m. – 2:45 p.m.

Marijuana, Opioids, and Wine All Day – Managing in an Era of Legalization, Abuse, and Remote Work

Changing marijuana laws, the ongoing opioid epidemic, and reduced oversight of remote workforces have employers worried their employees may be working while impaired or otherwise struggling with addiction – and feeling unsure about what they can do about it. More than 100,000 Americans have died of overdoses in each of the last two years, and the U.S. Surgeon General has suggested employers stock medications to reverse opioid overdoses at the workplace. Nevada also provides certain protections to employees or prospective employees who use marijuana medically or recreationally but how far do those protections actually extend?

In this session, we will discuss:

- How changing marijuana laws impact the workplace in Nevada
- How to identify and respond to employee substance abuse and impairment in a legally defensible way
- How to develop programs to recognize and respond to these evolving issues
- How to minimize the risk to your operations when employees bring drug and alcohol issues to work

Speakers:

Ethan Thomas, Shareholder – Las Vegas

Diana Dickinson, Associate – Las Vegas

2:45 p.m. – 3:00 p.m.

Break

3:00 p.m. – 4:00 p.m.

Strategies for Creating a Speak-Up and Accountability Culture to Reduce Risk and Retain Talent

In recent years, we have seen a profound shift in the employer-employee relationship. Employees are seeking a different value proposition from their employers that includes flexibility, better wages, wellness, work-life integration, opportunities for growth, equity, and inclusion. With this workplace transformation and on the heels of #MeToo and a national racial awakening, employees are sharing their workplace concerns more often and more publicly. Drawing from the insights and experiences of several global companies, this session will cover:

- Trends in employee workplace complaints
- How to effectively triage and respond to internal complaints
- Strategies for avoiding reputational harm
- Building a well-defined escalation process, including when to notify and engage the board
- Approaches to investigator training and cultural competency
- Accountability following an investigation

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Karyn Taylor, Shareholder – Reno

Luke Molleck, Associate – Reno

Ryan Bellows, Vice President, Government & External Relations at NV Energy

Zeina Randall, Vice President, Gas Delivery at NV Energy

Jean Fuller, Labor Relations Manager at NV Energy

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Katy Branson, Shareholder – Las Vegas

Kelsey Stegall, Associate – Las Vegas