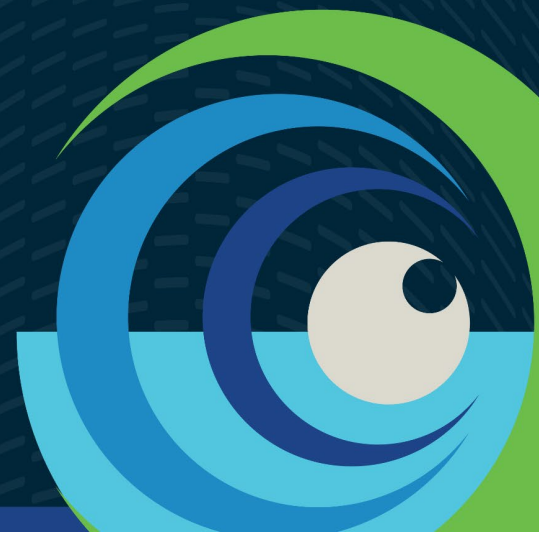




Littler

# ENVISION WORK



NEVADA REGIONAL EMPLOYER | LAS VEGAS, NV | October 16, 2024

8:00 a.m. – 9:00 a.m.

## Registration and Breakfast

9:00 a.m. – 10:15 a.m.

## Key Legal Trends in the Modern Workplace: Opportunities and Pitfalls

In the opening session, Littler Las Vegas Shareholder Patrick Hicks will moderate a panel of experienced in-house employment counsel. In an interactive and fast-paced session, the panel will share practical insights on the hottest labor and employment topics and how best to navigate them in today's environment.

### Speakers:

[Patrick Hicks](#)

10:15 a.m. – 10:30 a.m.

## Break

10:30 a.m. – 11:30 a.m.

## What You Don't Know *Can Hurt You*: Trends in Nevada Wage and Hour Class Actions

Wage and hour class actions are disruptive and expensive. And, unfortunately, they are more prevalent than ever. Join us as we discuss issues affecting all Nevada employers, including trends in Nevada wage & hour class actions and the risks associated with daily overtime, alternative work schedules and more. This session will draw on current wage & hour trends to prepare you to understand and avoid the pitfalls facing so many Nevada employers.

### Speakers:

[Montgomery Paek](#), [Andrew Clark](#), [Emil Kim](#)

11:30 a.m. – 11:45 a.m.

## Break

11:45 a.m. – 12:45 p.m.

## FMLA Compliance Issues Nevada Employers Should Be Thinking About Right Now

The Family and Medical Leave Act (FMLA) can be a huge trap for unwary employers. Thorny issues include: recognizing an employee's notice of the need for FMLA leave, tricky medical certification issues, unplanned intermittent leave taken on a moment's notice, suspicions of FMLA misuse and more. No wonder employment counsel and HR professionals everywhere regularly identify leaves of absence as the most difficult workplace benefit to administer and a constant compliance nightmare. But it need not be this complicated, and you do not have to fight through these issues alone. We will engage attendees on difficult FMLA compliance issues while offering practical solutions so employers can minimize risk and maximize compliance with the law.

### Speakers:

[Amy Thompson](#), [Ethan Thomas](#)

12:45 p.m. – 1:45 p.m.

## Lunch

1:45 p.m. – 2:45 p.m.

## What To Expect When Employees Are Expecting – The Federal and Nevada Pregnant Workers Fairness Acts and Accommodation Challenges

The Pregnant Workers Fairness Act (PWFA) took effect in June 2023. It requires employers to provide reasonable accommodations to employees for conditions related to, affected by, or arising out of pregnancy, childbirth or related medical conditions. Join us for a dynamic discussion of emerging themes in requests for accommodation from employees trying to become pregnant, are pregnant or are resuming work after pregnancy. Although the PWFA adopts key ADA concepts, it differs in significant respects (primary among them that accommodations can be "reasonable" despite not enabling performance of all essential job functions for many weeks). The panel will summarize what the law requires and how we expect the EEOC to construe the PWFA. By applying key terms to actual situations, we will help attendees identify where updates to their interactive accommodation processes are warranted. We also will address the interplay of this new law with the ADA, the FMLA, the Pregnancy Discrimination Act, the PUMP Act and the Nevada Pregnant Workers' Fairness Act. Additionally, we will discuss how application of the PWFA may differ for employers who grant light-duty accommodations in workers' compensation schemes and highlight how employers may need to modify interactive process forms and medical documentation requests in response to the PWFA. Join us so that you and your employees don't have to labor over these changes.

### Speakers:

[Katy Branson](#), [Kelsey Stegall](#)

2:45 p.m. – 3:00 p.m.

## Break

3:00 p.m. – 4:00 p.m.

## National Labor Relations Act: What All Employers Need To Know (It May Surprise You!)

A review of the obligations created by the National Labor Relations Act for union and non-union employers, including Section 7 concerted activity rights, with interactive scenarios highlighting recommended policies and procedures to mitigate risk.

### Speakers:

[Roger Grandgenett](#), [Michael Dissinger](#), [Lauren Forsythe](#)