

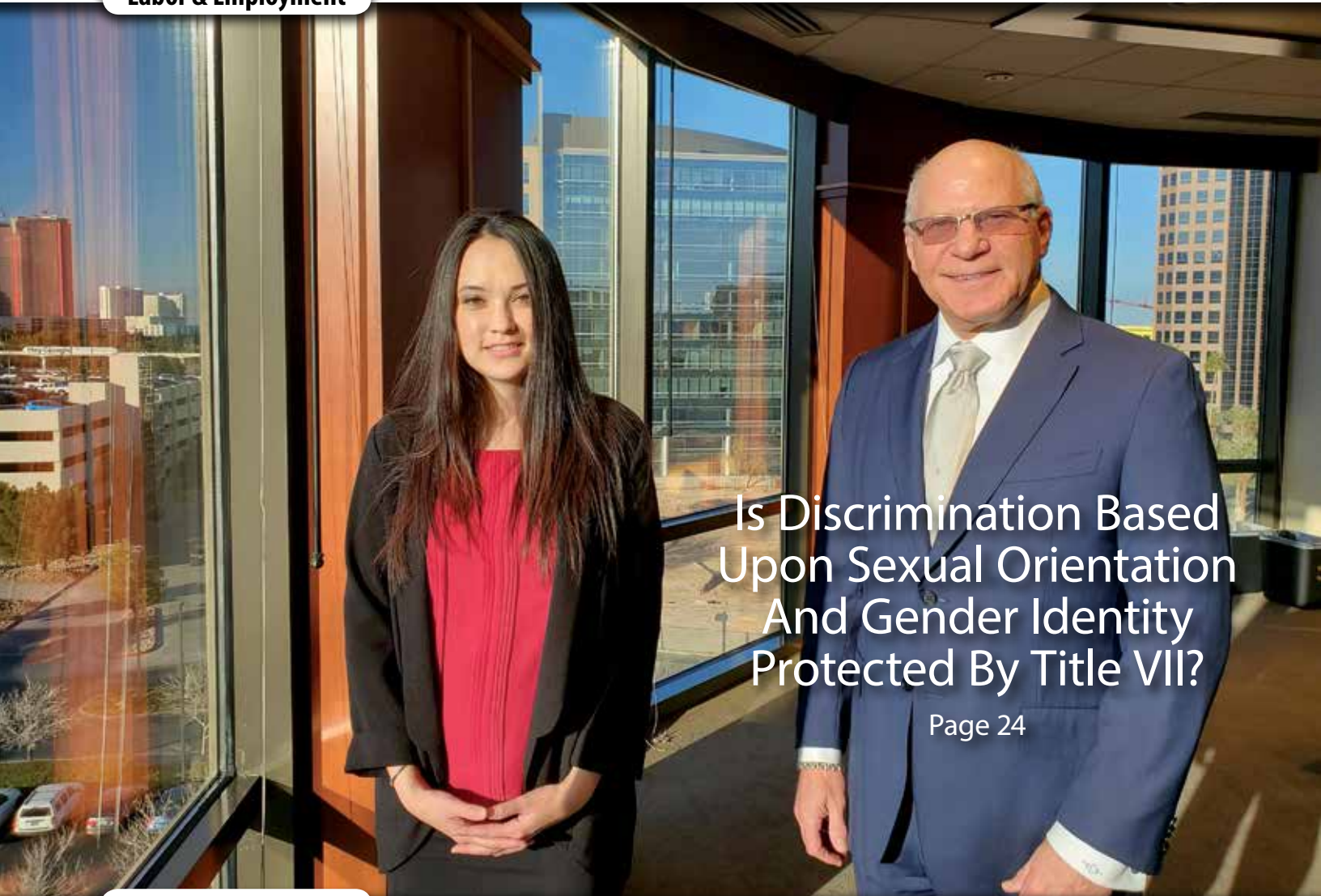


COMMUNIQUE

THE OFFICIAL PUBLICATION OF THE CLARK COUNTY BAR ASSOCIATION

FEBRUARY 2020

Labor & Employment



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Upon Sexual Orientation
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Lawyer's Pledge of Professionalism

Adopted by the Clark County Bar Association



In my role as a counselor, advocate, and officer of the court, I aspire to a standard of conduct that warrants the term “professional.” I seek to earn a reputation for honor, trustworthiness, and professionalism among my clients, the legal community, and the community at large. As a lawyer dedicated to the professional and ethical practice of law, I will conduct myself in accordance with the following Pledge of Professionalism:

I. To a Client, a lawyer owes undivided allegiance, the full application of the lawyer’s abilities, and the employment of all appropriate legal means to protect the client’s legitimate rights.

1. I will achieve my client’s lawful objectives as expeditiously and economically as possible, and I will advise my client against pursuing any matter that is without merit;
2. I will counsel my client with respect to mediation, arbitration, and other alternative methods of resolving disputes;
3. I will counsel my client that a willingness to engage in settlement discussions is consistent with effective representation;
4. I will advise my client that civility and courtesy are expected of all participants in the legal system, and that such qualities are not a sign of weakness; and
5. I will not permit my commitment to my client’s cause to interfere with my ability to provide my client with objective advice.

II. To other Counsel, their Clients, and Office Staff, a lawyer owes courtesy, candor, and cooperation in all respects not inconsistent with his or her client’s interest, and scrupulous observance of all mutual agreements and understandings.

1. I will be courteous and civil to other counsel, their clients and office staff, and my word is my bond;
2. I will agree to reasonable requests for extensions of time and for waiver of procedural formalities when the legitimate substantive interests of my client will not be adversely affected;
3. I will cooperate with other counsel when scheduling depositions and meetings;
4. I will refrain from using litigation, delaying tactics, abusive discovery, or any other conduct to harass another party;
5. I will serve motions and pleadings in a timely manner to allow the other party a fair opportunity to respond;
6. I will concentrate on matters of substance and content, and not quarrel over matters of form; and
7. I will identify for other counsel or parties all changes I make in documents submitted to me.

III. To the Court and Other Tribunals, a lawyer owes respect, diligence, candor, and punctuality.

1. I will conduct myself in a professional manner and demonstrate respect for the court, other tribunals, and the law;
2. I will always be candid with the court and other tribunals;
3. I will be punctual in attending all matters before the court and other tribunals;
4. I will communicate with other counsel in an effort to resolve disputes;
5. I will refrain from filing frivolous pleadings, papers, or motions, and will voluntarily withdraw claims or defenses when it becomes apparent they do not have merit;
6. I will make every effort to agree with other counsel as early as possible on the voluntary exchange of information and a plan for discovery; and
7. I will advise my clients of the behavior expected of them before the court and other tribunals.

IV. To the Public, a lawyer owes the highest degree of professionalism.

1. I will conduct myself in a manner that will encourage trust of the legal profession by members of the public;
2. I recognize and will abide by the principle that the legal profession is devoted to public service, improvement of the administration of justice, and the uncompensated assistance to persons who cannot afford representation;
3. I will treat my office staff with courtesy and respect, and will encourage them to treat others in the same manner; and
4. I recognize my conduct is governed by standards of fundamental decency and courtesy, in addition to the Nevada Rules of Professional Conduct.

Clark County Bar Association, 717 S. 8th Street, Las Vegas, NV 89101. Phone: (702) 387-6011. www.clarkcountybar.org.



COMMUNIQUE

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On the Cover

Photo of Jennifer Hostetler and Howard Cole of Lewis Roca Rothgerber Christie LLP courtesy of Stephanie Abbott.

Becoming a Bar Leader

By Mariteresa Rivera-Rogers

It is fitting that this being our Labor and Employment theme month for the magazine, I talk about another kind of labor: unpaid labor – volunteering! Someone asked me recently, “how do you become president of the Clark County Bar Association?” My answer is you volunteer, you show up, you help, you work on different committees, and you do this time after time. Why? It is to help further our profession, offer opportunities, join in various activities, and meet colleagues, judges, vendors, presenters, and so many others who would not otherwise cross your path. The CCBA offers many advantages to its members and a way for law students, young lawyers, and seasoned lawyers to connect. As a member of the Community Service Committee for the last 18 years, I have participated, with others, in organizing the yearly Attorney Memorial every September, honoring our colleagues who passed, packing food for seniors, separating crates of oranges (out with the rotten), sorting out food by expiration dates, distributing blankets to the homeless, answering legal or not so legal questions for veterans, donating goods to needy schools, educating children on the law during Law Day, cleaning and sorting donated books, and more. This year we have activities that include, among other things, Law Day 2020, Homeless Assistance Project (Las Vegas & Henderson), Nevada Partnership for Homeless Youth (NPHY), Dress for Success of Southern Nevada, Blanket the Homeless, and Volunteer Day at Three Square. As a member of the CLE Committee,

Bar Services

CCBA Group Hockey Night

Friday, February 28, 2020 - 7:00 p.m.

Buffalo Sabres vs Vegas Golden Knights

For more information, see page 7 or 26.

I have helped brainstorm for needed workshops and hone in on the best presenters for the selected topics.

We are all busy with work, home, family, and other obligations. Making time for these volunteer hours is not an easy task. However, consider that many of these opportunities are offered during evening and weekend hours, and your children can participate in many of them, albeit with certain restrictions on age. You can volunteer at your own pace. The committees meet during lunch at the CCBA's office and you are welcome to participate by phone. In other words, I am hoping that you accept my invitation to participate in one or more of our committees, or to participate in one or more of our monthly activities and experience the satisfaction of helping not only those in the legal community, but the community at large. The pay for this labor is even better than money. Once you experience the rewards, you will come back for more. And voilà, my friends and colleagues, this is how you can find yourself as the president of this organization. ☪



Mariteresa Rivera-Rogers is an associate at the Las Vegas criminal defense firm Wright Marsh & Levy. Her areas of practice include criminal law and juvenile law. She is fluent in Spanish, and both the federal and state courts recognize her as a certified court interpreter. Mariteresa is a committee member of the AOC Judicial Council of the State of Nevada Language Access, the Interpreter Certification Advisory Committee, and the Clark County Indigent Defense Selection and Appointment Committee. Her spirit of community and professional service has also led to involvement with the Latino Bar Association, Southern Nevada Association of Women Attorneys, Clark County Law Foundation, and Nevada Supreme Court Task Force on Racial and Economic Bias. Mariteresa serves as president of the Clark County Bar Association through December of 2020.



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WAL Top 10 – Forbes Best Banks



Bank of Nevada, a division of Western Alliance Bank, Member FDIC. Western Alliance ranks top ten on Forbes' Best Banks in America list, four years in a row.

Bar Activities

Bar Committee Meetings

CCBA members are invited to volunteer to help plan activities and services for CCBA members. Planning committee meetings will be held in February and March 2020 as follows:

- **Community Service Committee:** Friday, February 7 and March 6
- **Continuing Legal Education Committee:** Friday, March 13
- **New Lawyers Committee:** Thursday, March 12
- **Publications Committee:** Tuesday, February 4 and March 3

To RSVP to attend a meeting, CCBA members should contact Steph or Donna at the CCBA office at (702) 387-6011. For more information about each of these planning committees, see <https://www.clarkcountybar.org/committees/>.

Bar Luncheon

On March 5, 2020, CCBA **Mariteresa Rivera-Rogers** will host the CCBA's "40 Year Club Luncheon & Induction Ceremony," sponsored by Bank of Nevada, First Legal, and Peak IT Group, at the Smith Center for the Performing Arts in downtown Las Vegas. For more information about the event, see pages 9 and 10.

Bar Services

**Link to CCBA Group
Hockey Night
tickets offer**

CLE Programming Opportunities

The Clark County Bar's CLE Committee seeks Nevada lawyers to volunteer to develop and/or present CLE programming for the benefit of Nevada lawyers at live events to be produced and marketed by the CCBA. The live events are often recorded and made available to download upon request. Live and recorded seminars are made available to attend by Nevada lawyers and their legal support staff for a fee to benefit the CCBA. CCBA members may attend live CLE seminars at a reduced fee. The CCBA is an Accredited Provider with the Nevada Board of Continuing Legal Education. For more information, see page 29.

Community Service Activities

On Saturday, January 18, 2020, CCBA members volunteered in an activity to benefit those served by Three Square Food Bank. Special thanks to all who volunteered to help at this event, including: **Steph Abbott, Lacey Ambro, Alicia Exley, Paul Lal, Jeffrey Luzeck, Cathy Mazzeo, Christopher Owen, Paul Ray, Andrew Sharples, Mariteresa Rivera-Rogers, Lin Soriano, Kari Stephens, and Sarah Thornton.** This activity was organized by the CCBA Community Service Committee. For more information about the committee, please contact the Community Service Committee Chair Paul Lal at plal@bsfllp.com

<https://tix.axs.com/c8egKQAAAADpaVMxAgAAAAAJ%2fv%2f%2f%2f-wD%2f%2f%2f%2f%2fEnZlZ2FzZ29sZGVua25pZ2h0cwD%2f%2f%2f%2f%2f%2f%2f%2f%2f%2fw%3d%3d/shop/search>

or the CCBA Staff Liaison Steph Abbott at StephanieAbbott@clark-countybar.org.

Group Hockey Night

The CCBA is offering a special link for CCBA members to purchase tickets at a discounted rate to the hockey game featuring the Vegas Golden Knights vs. Sabres at T-Mobile Arena in Las Vegas on Friday, February 28, 2020. See below for the special link. Additionally, members may request the special link by sending an e-mail to StephanieAbbott@clarkcountybar.org.

Moot Court Competition

On Friday and Saturday, April 17, and 18, 2020, the 22nd Annual Moot Court Competition will be held at William S. Boyd School of Law. The CCBA New Lawyers Committee is recruiting Nevada attorneys and judges to volunteer to judge the law students' performances during the preliminary and semi-final rounds of the competition. To volunteer, contact the CCBA New Lawyers Committee Co-Chair Andrew Coates at andrew@thegvlg.com. For more information about the event, see page 12.

Picture Day

On Tuesday, March 24, 2020, the CCBA will hold Picture Day at the Clark County Bar offices at 717 S. 8th Street in Las Vegas. Members may drop by, from 9:30 a.m. to 2 p.m. only, to sit for a professional portrait by Portraits to You. CCBA mem-



CCBA Board Members (l-r): Alayne Opie, Judge Jerry Wiese, James Harper, James Leavitt, Mariteresa-Rivera Rogers, Heather Anderson-Fintak, Joel Henriod, Jacquelyn Franco, and Paul Ray with US Magistrate Judge Brenda Weksler.



CCBA President: Mariteresa-Rivera Rogers sworn in by US Magistrate Judge Brenda Weksler.



CCBA Past Presidents (l-r): Elana Graham, Cathy Mazzeo, John Aldrich, Kari Stephens, Mariteresa-Rivera Rogers, Dan Polsenberg, Judge Gloria Sturman, Bryan Scott, Nancy Allf, and Jason Stoffel.



Guest Speaker: US Magistrate Judge Brenda Weksler.

bers to be offered a special price to purchase images directly from the photographer. Special offer will be available at the time and location of this event only. For more info, visit <https://www.clarkcountybar.org/membership/membership-benefits/> or contact Steph Abbott at StephanieAbbott@clarkcountybar.org, (702) 387-6011.

Pub Crawl

On Thursday, April 16, 2020, the CCBA New Lawyers Committee will host the CCBA Pub Crawl in the Las Vegas Arts District. Sponsors include Sponsored by Las Vegas Legal Video, Leavitt Legal Services, P.C., and Elect Stephanie Charter for Family Court Judge Dept Y. For more information, see page 11.



Event Sponsor: Don Fritsch of First Legal



COMMUNIQUE

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Stephanie Abbott

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Communiqué accepts advertisements from numerous sources and makes no independent investigation or verification of any claim or statement made in the advertisement. All articles, letters, and advertisements contained in this publication represent the views of the authors and do not necessarily reflect the opinions of the Clark County Bar Association. All legal and other issues discussed are not for the purpose of answering specific legal questions. Attorneys and others are strongly advised to independently research all issues.

Editorial Calendar

Cover date	Issue topic
January 2020	Five Things
February 2020	Labor & Employment
March 2020	Technology in Law Practice
April 2020	Cannabis Law
May 2020	Sports & Entertainment Law
June/July 2020*	Mental Health
August 2020	Family Law
September 2020	Appellate Practice
October 2020	Local Courts
November 2020	Administrative Law
December 2020	Pro Bono

*The June/July issue is published in June. There is no publication released in July. The editorial calendar may change without notice at any time.

Space reservations are encouraged at least two months in advance. Space is limited with placement only guaranteed to paid advertisements. The deadline for submission of all content is 30 days prior the first day of the desired month of publication.

Communiqué will not publish self-serving articles promoting a specific named product or services of an individual or firm.

Article Opportunities

To write an article for publication, send a proposal to the Clark County Bar Association, Attn: Editor-in-Chief, via e-mail to StephanieAbbott@clarkcountybar.org. Proposals should include the following information:

- Author(s) name(s) and Nevada bar #(s)
- Summary paragraph providing the focus and scope for the article (include relevant rules/statutes/procedures, etc.)
- Proposed issue for placement (see editorial calendar above)

All proposals and articles submitted will be considered for publication. However, *Communiqué* will not publish self-serving articles promoting a specific named product or services of an individual or firm. Articles must be on topic and original, unpublished works. Preference will be given to articles written by attorney members of the CCBA.

Advertising Opportunities

Space is available for paid announcements of professional achievements, goods, and services. Rates, policies, and specifications are available upon request. Contact the Clark County Bar Association to confirm availability of placement, graphic design services, and discounts.

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The Clark County Bar Association (CCBA) presents

40 YEAR CLUB

INDUCTION CEREMONY & LUNCHEON

Celebrating CCBA members admitted to practice law in Nevada
for 40, 45, 50, & 55 years.

Master of Ceremonies: **Dan Polsenberg** of Lewis Roca Rothgerber Christie LLP

Inductees (Admitted 1980):

Bruce Dickinson of Stephenson & Dickinson, PC
Frank Ellis, III of Holley, Driggs, Walch, Fine, Puzey, Stein & Thompson
Judge Carolyn Ellsworth of Eighth Judicial District Court - Dept. 5
U.S. Magistrate Judge Cam Ferenbach of U.S. District Court (Nevada)
Chief Judge Michael Gibbons of Nevada Court of Appeals
Jodi Goodheart of Greenberg Traurig, LLP
Richard Harris of Richard Harris Law Firm
Stephen Kent of Kent Law
Ishi Kunin of Kunin Law Group
Mark Lerner of Mark Lerner Law LLC
John Muije of John W. Muije & Associates
W. Randolph Patton of Thorndal Armstrong Delk Balkenbush & Eisinger
Michael Pescetta
Gary Schnitzer of Kravitz Schnitzer & Johnson, Chtd.
Don Springmeyer of Wolf Rifkin Shapiro Schulman & Rabkin, LLP
Arnold Weinstock of Law Office of Dan M. Winder, P.C.
Kenneth Woloson of Kenneth A. Woloson Law Office, PLLC

Honorees (Admitted 1975):

Robert Apple of Advanced Resolution Management
Peter Bernhard of Kaempfer Crowell
Andrew Brignone of Brownstein Hyatt Farber Schreck, LLP
Michael Buckley of Fennemore Craig
Chief Justice Mark Gibbons of Supreme Court of Nevada
Justice James Hardesty of Supreme Court of Nevada
Samuel Harding of Claggett and Sykes Law Firm
John Hall Howard, Jr. of John Hall Howard, Jr., Ltd.
Dennis Kennedy of Bailey Kennedy
Richard Koch of Koch & Brim LLP
Kirk Lenhard of Brownstein Hyatt Farber Schreck, LLP
Charles McCrea of Hejmanowski & McCrea
Steven Parsons of Law Offices of Steven J. Parsons

Honorees (Admitted 1970):

Jay Brown of Jay H. Brown, Ltd.
(Ret) Justice Michael Cherry of Advanced Resolution Management
Senior U.S. District Judge Roger Hunt of U.S. District Court (Nevada)
R. Gardner Jolley of Jolley Urga Wirth Woodbury & Standish
(Ret) Judge Lawrence Leavitt of JAMS
William Urga of Jolley Urga Woodbury Holthus & Rose
Bruce Woodbury of Jolley Urga Woodbury Holthus & Rose

Honorees (Admitted 1965):

James Bilbray of Kaempfer Crowell

Sponsored by



A division of Western Alliance Bank. Member FDIC.



Join us at lunch!

When: Thursday, March 5, 2020
Check-in & Networking: 11:30 a.m.
Luncheon: 12:00-1:30 p.m.

Where: The Smith Center for the Performing Arts, Upper Lobby, 5th Floor, 361 Symphony Park Avenue, Las Vegas. Complimentary valet or complimentary golf cart shuttle available (self-parking fees not included)

Entrée options:

- Pan roasted chicken breast
- Vegetable tower

Attendance fee/per person:

- \$FREE/Inductee*
- \$55/Honoree*
- \$60/CCBA member
- \$75/Non-member

RSVP Deadline: 2/20/2020

Submit RSVP and payment to:

Clark County Bar Association
 717 S. 8th Street, Las Vegas, NV,
 89101. P: 702-387-6011. F: (702)
 387-7867.

Note: to guarantee seating, all reservations MUST be received by the CCBA at least 72 hours prior to the event.

**CCBA membership is required to be recognized as an Inductee or Honoree of the CCBA 40 Year Club.*



40 YEAR CLUB

INDUCTION CEREMONY & LUNCHEON

Featuring:

Master of Ceremonies: Dan Polsenberg of Lewis Roca Rothgerber Christie LLP

About: Celebrating CCBA members who have practiced law in Nevada for 40, 45, 50, & 55 years. This year, we will induct CCBA members who were admitted in 1980 to practice law in Nevada and honor members admitted in 1975, 1970, 1965.

Inductees & Honorees: See names listed on page 9.



A division of Western Alliance Bank, Member FDIC.



Join us at lunch!

Featuring: Seated lunch

When: Thursday, March 5, 2020

Check-in & Networking: 11:30 a.m.

Luncheon: 12:00-1:30 p.m.

Where: The Smith Center for the Performing Arts, Upper Lobby, 5th Floor, 361 Symphony Park Avenue, Las Vegas. Complimentary valet or complimentary golf cart shuttle available (self-parking fees not included)

Entrée options:

- Pan roasted chicken breast
- Vegetable tower

Attendance fee/per person:

- \$FREE/Inductee*
- \$55/Honoree*
- \$60/CCBA member
- \$75/Non-member

RSVP Deadline: 2/20/2020

Submit RSVP and payment to:

Clark County Bar Association 717 S. 8th Street, Las Vegas, NV, 89101. P: 702-387-6011. F: (702) 387-7867.

Note: to guarantee seating, all reservations MUST be received by the CCBA at least 72 hours prior to the event.

**CCBA membership is required to be recognized as an Inductee or Honoree of the CCBA 40 Year Club. For a list of inductees and honorees for this year's event see ClarkCountyBar.org or call CCBA at 702-387-6011.*

LUNCHEON (3/5/2020) - RSVP/Order Form:

Attendee info:

Name: _____ NV Bar # _____

Firm: _____

Entrée choice (1 per person):

- ☐ Pan roasted chicken breast
- ☐ Vegetable tower

Attendance fee:

- ☐ Inductee (2020): \$FREE
- ☐ Honoree (2020): \$55
- ☐ CCBA member (2020): \$60
- ☐ Non-Member: \$75

Total amount: \$: _____

Type of payment:

- ☐ Check or money order is enclosed
- ☐ I will call CCBA with my credit card information
- ☐ I authorize the CCBA to charge my credit card* (indicate one):

Mastercard • VISA • AMEX

Name of card holder: _____

Credit card #: _____

Expiration date: _____ Phone #: _____

Authorized Signature: _____

Contact email: _____

Submit RSVP and payment to: Clark County Bar Association, 717 S. 8th Street, Las Vegas, NV, 89101. Phone: 702-387-6011. Fax: (702) 387-7867.

**Do not send credit card details to CCBA via e-mail.*



Leavitt Legal Services, P.C.

Elect Stephanie Charter
for Family Court Judge
Dept Y



CCBA New Lawyers Committee Presents

2nd Annual

After Taxes Pub Crawl

in the Las Vegas Downtown Arts District

Thursday, April 16, 2020

Pop in – Hop out at any of the locations during the times listed below:

6 p.m. to 6:30 p.m. – Cornish Pasty Co. (Complimentary pasties included)

6:45 p.m. to 7:15 p.m. – Jammyland

7:30 p.m. to 8 p.m. – Hop Nuts Brewing

8:15 p.m. to 8:45 p.m. – Velvetten Rabbit

9:00 p.m. to 9:30 p.m. – ReBar

Featuring complimentary drink tickets available at each venue (while supplies last) for members of the Clark County Bar Association. No minors allowed. Enjoy responsibly. For more information, contact CCBA at 702-387-6011

Arbitrations and Mediations



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22nd Annual Moot Court Competition

The Clark County Bar Association is recruiting Nevada attorneys and judges to volunteer at the William S. Boyd School of Law's 22nd Annual Client Counseling Competition scheduled for April 17 and 18, 2020.

Event Schedule (tentative):

Friday, April 17, 2020:

William S. Boyd School of Law at UNLV
4505 South Maryland Parkway in Las Vegas, Nevada
5:30 p.m. - 10 p.m. – Preliminary rounds - *Volunteers needed*

Saturday, April 18, 2020:

William S. Boyd School of Law at UNLV
4505 South Maryland Parkway in Las Vegas, Nevada
9 a.m. - 12 p.m. – Semi-final rounds - *Volunteers needed*

All members of the Nevada bar and bench are invited to participate. To qualify to judge at the moot court competitions, the volunteer must be at least a law school graduate. Volunteers will be provided with instructions and materials regarding the competition(s) as the date approaches.

For more information and to volunteer, contact the CCBA New Lawyers Committee Co-Chair Andrew Coates at andrew@thegvlg.com.



VOLUNTEERS NEEDED TO JUDGE THE COMPETITION

***Judging the competition
qualifies as pro bono
service!***

Event Sponsors:

**Clark County Bar Association
Society of Advocates**

Member Moves

Thanks to the following people who submitted updated profile information with the Clark County Bar Association (CCBA). For the attorneys, we have included their listings for areas of practice (AOP) on record at CCBA.

Clayton R. Leonard may now be reached at Law Offices of Clayton R. Leonard, PLLC, P.O. Box 531306, Henderson, Nevada, 89053. Phone: (702) 389-9385.

Effective January 18, 2020, **Garman Turner Gordon LLP** has relocated their offices to 7251 Amigo Street, Suite 210, Las Vegas, Nevada, 89119.

Member updates requested.

Please submit updates regarding member information to CCBA, 717 S. 8th Street, Las Vegas, Nevada, 89101 or StephanieAbbott@clarkcountybar.org. Information provided to the CCBA may be used to update the CCBA member database, to create/update a listing for the member in the CCBA members directory at <https://www.clarkcountybar.org/members/directory>, and to communicate information about activities and services available to the members of the CCBA. For more information, visit the "Membership Benefits" page at <https://www.clarkcountybar.org/membership/membership-benefits/>.

*Areas of Practice (AOP) listings do not reflect a certified legal specialization in the area listed and are subject to change at any time without notice.

CONTINUING THE LEGACY

McDonald Carano Names Three Partners

Laura Jacobsen, Rory Kay, and Amanda Perach have each distinguished themselves during their years at McDonald Carano.

This trio embodies our Firm's commitment to client service and community engagement.

Now, we are delighted to welcome them as Partners.

Congratulations Laura, Rory and Amanda!



Laura Jacobsen

LABOR & EMPLOYMENT LAW

- Nevada Business Magazine Legal Elite
- Former clerk to the Honorable Edward C. Reed, Jr. of the U.S. District Court for the District of Nevada
- Board of Domestic Violence Resource Center



Rory Kay

COMMERCIAL & COMPLEX LITIGATION

- Super Lawyers
- The Best Lawyers in America®
- Nevada Business Magazine Legal Elite



Amanda Perach

BANKRUPTCY & GENERAL COMMERCIAL LITIGATION

- Super Lawyers
- The Best Lawyers in America®
- Nevada Business Magazine Legal Elite
- Former President of Nevada Chapter of Federal Bar Association
- Lawyer Representative for the District of Nevada

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Court Changes

EJDC Civil Bench Bar Meetings

Schedule for meetings during 2020

- **February:** Tuesday, February 11
- **March:** Tuesday, March 10 – Chili cook-off
- **April:** Tuesday, April 14
- **May:** Tuesday, May 12
- **June/July/August:** Dark
- **September:** Tuesday, Sept 1
- **October:** Tuesday, October 13
- **November:** Dark
- **December:** Tuesday December 8 – Holiday party
- **When:** Meetings begin at 12:00 p.m.
- **Where:** Eighth Judicial District Court, Courtroom 10D – Regional Justice Center, 200 Lewis Ave., Las Vegas
- **What:** Opportunity for members of the bar who practice before the EJDC to get latest information on what's happening at the court and to discuss issues.
- **Who:** All members of the State Bar of Nevada are invited to attend this meeting to comment and/or ask questions about some of the ongoing modifications of processes in the civil department. Typically, meetings are held on the second Tuesday of the month at 12:00 p.m. and might feature a refreshment (while supplies last). No RSVP necessary for Civil Bench Bar Meetings. However, seating will be limited.

Source: Linda Denman, Judicial Executive Assistant, (702) 671-3628.

Las Vegas Justice Court Reassignments Now Applicable

Please be advised that the following courtroom reassignments are now applicable in the Las Vegas Justice Court:

Judge	Department	Courtroom Location
Ann Zimmerman	8	8D
Joe Bonaventure	9	Lower-Level Basement (LLB) *Presiding over Initial-Appeal Court
Amy Chelini	14	6A

Source: Joe Tommasino, Las Vegas Justice Court

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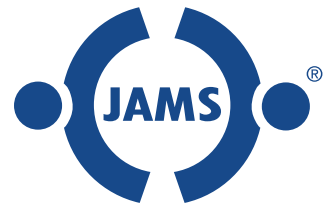
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News continued on page 16



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LVJC Judges Meetings

Schedule for meetings during 2020

- January 8 (open/closed)
- February 12 (closed)
- March 11 (open/closed)
- April 8 (closed)
- May 13 (open/closed)
- June 10 (closed)
- July 8 (open/closed)
- August 12 (closed)
- September 9 (open/closed)
- October 14 (closed)
- November 18 (open/closed)
- December 9 (closed)
- **Note:** Some portions of the meetings may be closed to the public.
- **When:** Meetings begin at 11:30 a.m.
- **Where:** Las Vegas Justice Court, Courtroom 1A – Regional Justice Center, 200 Lewis Ave., Las Vegas
- **Who:** Members of the bar who practice before the LVJC. No RSVP necessary for the judges meetings. However, seating will be limited.

Source: Maureen A. Lowe, Judicial Executive Assistant, (702) 671-3367.

US District Court Conference

Save the date

The next U.S. District Court Conference for Nevada will be held in Reno on May 19, 2020. Registration will open in early February. For more information, see <https://www.nvd.uscourts.gov/>. Source: District Court Executive Debra Kempf, District Court Executive, (702) 464-5456.

Nevada Appellate Court Summaries

Due to space constraints in the printed issues of *Communiqué*, the official publication of the Clark County Bar Association, readers may find installments of the recurring feature, "Nevada Appellate Court Summaries" by Joe Tommasino, Esq., posted on the Clark County Bar's website at www.clarkcountybar.org.

Look for the popular, long format piece to be posted regularly on the site. Search category: Court News, Nevada Appellate Court Summaries. For more information, call CCBA at (702) 387-6011.



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Event registration form

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Red Flag Laws Take Effect

By Chief Judge Linda Marie Bell

During the recent legislative session, a “red flag” law was passed to enable requests for an ex parte or extended order to remove guns from high risk individuals. The law, which became effective on January 1 this year, appears in Nevada Assembly Bill 291 (AB291) with some amendments in AB480. The amendments clarify when the district court has jurisdiction and eliminate a conflicting time provision.

The new law authorizes a family member, household member, or law enforcement officer to file a verified application to obtain an ex parte or extended order against a person who engages in high risk behavior. High risk behavior has a number of definitions, including when a person uses or attempts to use violence or physical force against themselves or another person; when a person communicates a threat of imminent violence; or when a person engages in conduct that presents a danger while the person is in possession of a firearm. When the protective order is granted, the subject of the petition is prohibited from possessing or having under his or her custody or control or by purchasing or otherwise acquiring any firearm.

The law requires the court to have 24/7 availability for law enforcement to have telephonic hearings. For family applications and for non-telephonic law enforcement applications, hearings must be held the day the application is filed or the next judicial day.

After the order is granted, the law requires service by the appro-

The new law authorizes a family member, household member, or law enforcement officer to file a verified application to obtain an ex parte or extended order against a person who engages in high risk behavior.

priate law enforcement agency. The subject of the application is required to relinquish all firearms and any concealed weapons permits immediately. The subject of the application then has seventy-two hours to file a receipt with the court. All orders are reported to the Nevada Criminal Repository.

The court commenced with handling the applications and will have a designated judge on duty on a weekly rotating schedule. The civil/criminal division judges will handle ex parte or extended order applications, since those involved will likely have a nexus with



Judge Linda Marie Bell assumed the chief judge post effective July 1, 2018. She was elected to the Eighth Judicial District Court, Department 7, in 2008. Since taking the bench in January 2009, she has handled both civil and criminal cases, and managed the criminal division specialty courts for more than two years.

the criminal justice system. Since the “red flag” provision is new, the application volume has not yet been gauged. If needed, a second judge will be designated to meet application demand.

Forms to obtain an ex parte or extended order are available on the Eighth Judicial District Court website forms page <http://www.clarkcountycourts.us/departments/clerk/common-forms/> or at the Civil Law Self-Help Center located in the Regional Justice Center at 200 Lewis Ave.

To see the law visit the Nevada State Legislature website:

AB291 <https://www.leg.state.nv.us/App/NELIS/REL/80th2019/Bill/6530/Text>

AB480 <https://www.leg.state.nv.us/App/NELIS/REL/80th2019/Bill/6930/Overview> **C**

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Paid Leave Is Now the Law in Nevada

By Roger L. Grandgenett II and Neil C. Baker

Although laws requiring paid leave for sickness, safety, or family reasons are familiar among state and local jurisdictions in the United States, mandatory paid time off remains mostly uncharted territory. But on June 12, 2019, Nevada joined Maine to become one of only two states in the nation to enact a law requiring employers to make paid leave available to employees for any reason. Senate Bill No. 312 became effective on January 1, 2020, and is codified at Chapter 608 of the Nevada Revised Statutes.

Senate Bill No. 312 became effective on January 1, 2020, and is codified at Chapter 608 of the Nevada Revised Statutes.

The Basics

Under SB 312, private employers with 50 or more employees in Nevada must provide each employee with at least 0.01923 hours of paid leave for each hour of work performed during a “benefit year,” which the law defines as any “365-day period used by an employer when calculating the accrual of paid leave.” An employee who works 40 hours in every week of the year will accrue approximately 40 hours of leave each year under this formula. Employers should note, however, that employees who work fewer hours—or more—are entitled to accrue leave at the same rate. Only “temporary, seasonal, or on-call employees” are excluded.

The law provides that employees who use their leave entitlements may do so without providing a reason for the use. It further provides that employers may

not deny employees the right to use paid leave in accordance with the provisions of SB 312, require employees to find a replacement worker as a condition for using the leave, or retaliate against them for exercising their rights under the new law. On the other hand, the law requires employees to provide notice of their use of paid leave as soon as practicable. It also permits employers to establish a minimum usage increment, although the increment may not be larger than four hours.

Conferral Methods and Permissible Caps

The new law gives employers the option of conferring the entitlements by one of two methods. Under the accrual method, employers may confer employees’ paid



Roger L. Grandgenett advises and represents employers in all aspects of labor and employment matters before the Equal Employment Opportunity Commission, the Nevada Equal Rights Commission and the National Labor Review Board, as well as the Department of Labor and the Nevada Labor Commissioner.

Neil C. Baker advises and represents Nevada and Utah employers in a broad range of employment matters and appears on their behalf before both federal and state courts, as well as before administrative agencies.

leave entitlements on a gradual basis “over the course of the benefit year.” Alternatively, under the frontloading method, employers may confer all the paid leave their employees are entitled to accrue throughout the benefit year on the first day of that year. Regardless of which method the employer chooses, it may restrict new employees from using accrued leave until the 90th calendar day of employment.

While the law does not expressly allow employers to place a cap on the amount of leave that employees can accrue, it does allow them to cap employees’ use of paid leave at 40 hours in a benefit year. The law further provides that employers who elect the accrual method may limit the amount of accrued leave an employee may carry over from year to year to a maximum of 40 hours per benefit year.

Rate of Compensation

The law requires employers to compensate employees for the paid leave they use at the same rate and on the same day as the hours would have been paid if the employee had worked them. For hourly employees, SB 312 provides that the proper rate of compensation is

the employee’s hourly rate. For employees paid by a method other than an hourly rate, such as salary, commission, or piece-rate employees, the law requires that compensation be based on an artificial hourly rate, which should be derived by dividing the employee’s “total wages” earned during the preceding 90 days by the number of hours worked during that period. The nonhourly compensation rate must “include any bonuses agreed upon and earned by the employee,” but it need not include overtime pay, hazardous duty pay, holiday pay, tips, or “any bonuses awarded at the sole discretion of the employer.”

Reporting, Posting, and Recordkeeping Requirements

Included among employer’s new obligations under SB 312 are certain reporting requirements. First, employers must “maintain a record of the receipt or accrual and use of paid leave” for a period of at least one year, which they must make available for the Labor Commissioner’s inspection on request. Second, on

Paid Leave *continued on page 22*



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each payday, employers must provide an accounting to each employee of the paid leave available to that employee. Employers may provide the accounting using their existing payroll systems.

In addition, SB 312 directs the Commissioner to prepare a bulletin informing employees of their rights and obligations under the new law. The law further directs the Commissioner to require that employers place the bulletin in a conspicuous location in each workplace that they maintain.

Exempted Employers

Under certain circumstances, employers may be exempt from the requirements of SB 312. To begin with, the law excludes from its scope any entity that does not have “50 or more employees in private employment in this State.” The law also provides that employers need not comply during their “first 2 years of operation.” Finally, SB 312 expressly states that its provisions do not apply if, “pursuant to a contract, policy, collective bargaining agreement or other agreement,” the employer “provides employees with a policy for paid leave or a policy for paid time off to all scheduled employees at a rate of at least 0.01923 hours of paid leave per hour of work performed.”

Enforcement

The law directs the Commissioner to enforce the provisions of SB 312 and grants the office authority to impose administrative penalties of up to \$5,000 for each violation. The law further provides that any person who violates the provisions of the law, “or any regulation adopted pursuant thereto,” is guilty of a misdemeanor.

As the law does not contain an express private right of action, at present the Office of the Labor Commissioner is the only clear enforcement mechanism for SB 312. Clearly, then, employers and their counsel should accord significant weight to any guidance provided by that office. To date, the Commissioner has issued two advisory opinions addressing a broad range of questions posed by employers following the law’s enactment. See AO 2019-02 Paid Leave. Among the most notable of the positions taken by the Commissioner in those opinions are the following:

The law directs the Commissioner to enforce the provisions of SB 312 and grants the office authority to impose administrative penalties of up to \$5,000 for each violation.

- “The intent and explicit, plain, and unambiguous language” of SB 312 “clearly provides that employers already providing leave that matches or exceeds the 0.01923 hours of paid leave per hour of work performed pursuant to a contract, policy, collective bargaining agreement or other agreement are explicitly exempt from the other requirements” of the law;
- An employer is not covered by the law unless it “employs 50 or more employees in Nevada in 20 or more consecutive or nonconsecutive workweeks in the current or preceding calendar year”;
- The Commissioner will review claims of unlawful denials of the right to use paid leave on a case-by-case basis. A notice period of three to five days or longer might be acceptable where the employee “is going on vacation” or “taking a voluntary day off” and where the employer’s notice requirements appear in a writing “provided to and signed for by the employee.”
- Finally, the Commissioner provides definitions for the terms “temporary, seasonal, and on-call employees,” which terms are otherwise left undefined in SB 312.

Nevada is one of the first states in the nation to enact a mandatory paid time of law. But it is unlikely to be the last. As Nevada attorneys, we are among the first to address issues that may soon confront the nation. **C**

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Is Discrimination Based Upon Sexual Orientation And Gender Identity Protected By Title VII?

By Howard Cole and Jennifer Hostetler

The U.S. Supreme Court is set to rule on a trio of cases that will (hopefully) settle the question as to whether the definition of “sex” under Title VII of the Civil Rights Act of 1964, as amended (“Title VII”) includes sexual orientation and gender identity. By its text, Title VII protects employees and job applicants against employment discrimination on the basis of “race, color, religion, sex, or national origin.” The definition of “sex” under Title VII has been the subject of much debate, with courts and the federal government coming out on opposite sides. Specifically, the Equal Employment Opportunity Commission (“EEOC”) and the United States Court of Appeals for the Second and Seventh Circuits have each determined that the term “sex” may be defined to include sexual orientation. The United States Court of Appeals for the Eleventh Circuit, however, has held that Title VII does not prohibit discrimination on the basis of sexual orientation – a position also currently held by the U.S. Department of Justice.

The definition of “sex” under Title VII has been the subject of much debate, with courts and the federal government coming out on opposite sides.

Sexual orientation discrimination

In 2017, the Seventh Circuit in *Hively v. Ivy Tech Community College*, 853 F.3d 339 (7th Cir. 2017) was the first appeals court to recognize sexual orientation as a form of discrimination protected by Title VII. That



Howard Cole and Jennifer Hostetler are labor and employment attorneys at Lewis Roca Rothgerber Christie LLP. Their employment practice focuses on the defense of employers in state and federal court against claims of discrimination, harassment, retaliation, wrongful termination, breach of contract, and violation of wage and hour laws. They also regularly represent employers before administrative agencies, such as the Equal Employment Opportunity Commission and National Labor Relations Board.

ruling followed the EEOC's 2015 decision in *Baldwin v. Foxx*, EEOC Decision No. 0120133080 (July 15, 2015) where the EEOC announced it will treat claims of sexual orientation discrimination as complaints of sex discrimination under Title VII.

In 2018, the Second Circuit followed suit and held that sexual orientation discrimination is motivated, at least in part, by sex and is thus a subset of sex discrimination for purposes of Title VII and sex stereotypes. In *Zarda v. Altitude Express*, 883 F.3d 100 (2d Cir. 2018) (en banc), Donald Zarda was a sky-diving instructor who told a client strapped to him for a tandem sky-dive that he was a homosexual. The client told her boyfriend that Zarda had inappropriately touched her and disclosed his sexual orientation in an effort to excuse his otherwise inappropriate behavior. After the client's boyfriend complained, Altitude Express terminated Zarda's employment. Zarda filed suit alleging that Altitude Express terminated his employment because of his sexual orientation and that this was protected under Title VII as sex stereotyping. The district court rejected the claim and the Second Circuit affirmed relying on precedent that a sex stereotyping claim cannot be predicated on sexual orientation. Upon rehearing *en*

banc, a divided court overturned the panel decision.

The Eleventh Circuit in *Bostock v. Clayton County*, 723 Fed. App'x. 964 (11th Cir. 2018) reached the contrary conclusion, holding that sexual orientation is not protected by Title VII's prohibition against discrimination on the basis of sex and reaffirming that circuit's precedent. The plaintiff Gerald Lynn Bostock alleged that he was fired from his job as the Child Welfare Services Coordinator with Clayton County, Georgia because of his sexual orientation after disparaging comments were made about his sexual orientation.

The *Zarda* and *Bostock* cases were appealed to the U.S. Supreme Court and oral argument on the consolidated cases took place on October 8, 2019. Much of the debate centered on the meaning of "sex" when Title VII was passed in 1964. Justice Ruth Bader Ginsburg observed, at the time, male same-sex relations were a criminal offense and the American Psychiatric Association had labeled homosexuality a mental illness. Justice Samuel Alito expressed concerns about changing "the meaning of what Congress understood sex to mean." Counsel for Zarda and Bostock responded that

Discrimination continued on page 26

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the Supreme Court has recognized other forms of sex discrimination that Congress could not have contemplated when it enacted Title VII, such as sexual harassment in *Oncale v. Sundowner Offshore Services*, 523 U.S. 75 (1998) and discrimination based upon sex-stereotypes in *Price Waterhouse v. Hopkins*, 490 U.S. 228 (1989).

Counsel for the employers argued that sex and sexual orientation are independent and distinct characteristics and sexual orientation discrimination by itself is not sex discrimination under Title VII. The Justices, however, probed counsel as to how a person's sexual orientation can be independent of sex. Justice Neil Gorsuch appeared sympathetic to the employees' arguments, suggesting that sex appears to be a factor in the terminations.

Gender identity discrimination

The Supreme Court also heard oral argument in *R.G. & G.R. Harris Funeral Homes v. EEOC*, 884 F.3d 560 (6th Cir. 2018), a case where the Sixth Circuit decided that Title VII prohibits discrimination on the basis of gender identity. The plaintiff, Aimee Stephens, worked as a funeral director. After appearing and dressing as a man for several years, she disclosed to her employer that she identified as female, intended to have sex-reassignment surgery, and the first step was to live and work as a woman for one year. Her employer responded that "this is not going to work out" and offered Ms. Stephens a severance agreement. Ms. Stephens sued and alleged discrimination on the basis of sex under Title VII. The district court granted summary judgment in favor of the employer, but the Sixth Circuit reversed, finding that discrimination on the basis of gender identity is unlawful sex stereotyping under Title VII.

In oral argument, counsel for Ms. Stephens argued that she is being treated differently because of the sex she was assigned at birth and her failure to conform to the sex stereotypes of her employer. If she had been



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assigned a female sex at birth, counsel argued, she would not have been fired for wanting to come to work dressed as a woman. Counsel for the employer argued that treating men and women equally does not mean that employers need to treat men as women.

During oral argument, hypotheticals took precedence, centered on the impact the Court's decision will have for society and specifically, what it would mean for gender-specific restrooms and sports teams with transgender athletes. Justice Gorsuch remarked that the case was "really close" as a matter of textual interpretation, but raised concerns about the "massive social upheaval" that would flow from such a view of Title VII's protections – an issue which may be more appropriate for the legislature to take up.

Potential impact of the Supreme Court's opinion

For many years, Nevada has expressly prohibited discrimination based upon "sex, sexual orientation, gender identity or expression" by employers having 15 or more employees. NRS 613.330. Protections based upon sexual orientation were added in 1999 and pro-

tections for gender identity were added in 2011. And now, employees may recover the same damages available under Title VII. In the 2019 Legislative Session, Nevada legislators passed Senate Bill 177 which provides that if a court finds that an employee has been discriminated against in violation of NRS 613.330, the court may award the employee the same legal and equitable relief that may be awarded to a person pursuant to Title VII. Therefore, a ruling by the U.S. Supreme Court recognizing a cause of action under Title VII based upon sexual orientation or gender identity would bring federal law into conformity with state law in Nevada.

However, nationwide less than half of states offer similar protections for LGBT employees. The Supreme Court's opinion could dramatically alter this landscape by federally prohibiting discrimination based on sexual orientation or gender identity. Justice Gorsuch's questioning of the parties suggests he may be the swing vote on these closely watched pivotal cases. A decision is expected by early summer 2020. **C**

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The Top Five Things to Consider About Retaliation Charges

By Jill Garcia

1. Retaliation claims remain the number one claim filed with the EEOC.

While we do not yet have 2019 data, FY 2018 data showed that retaliation claims continued to be the most frequently filed charge with the EEOC. In 2018, 51.9 percent of all charges were for retaliation, compared with 32.2 percent for sex, 32.2 percent for disability and 32.2 percent sex discrimination claims. The EEOC collected \$505 million for retaliation charges and continues to focus on these types of charges.

2. An employer can be liable for retaliation even if it is not liable for the underlying discrimination complaint

Why are there so many retaliation charges? Retaliation issues need to be high on an employer's list of concerns, as an employer can be liable for retaliation, even if there is no finding of discrimination. For example, assume an employee complains she was demoted due to her sex, and though it was already in place due to performance issues, she is now terminated post-complaint. A retaliation claim seed has now been planted.

3. An adverse action is much more than firing an employee

While it may seem obvious that a manager may not fire, demote, harass, or otherwise “retaliate” against

While it may seem obvious that a manager may not fire, demote, harass, or otherwise “retaliate” against an individual for filing a complaint of discrimination, participating in a discrimination proceeding, or otherwise opposing discrimination, an adverse action goes many steps further.

Jill Garcia has over 18 years' experience defending employers and educational institutions. Her practice areas include Title VII, the FMLA and discrimination law, and defending schools in student and teacher issues.




an individual for filing a complaint of discrimination, participating in a discrimination proceeding, or otherwise opposing discrimination, an adverse action goes many steps further. Other employer actions that have been deemed to be adverse actions include: transferring an employee to a less desirable position; moving an employee's office to a less desirable location; engaging in verbal abuse; increasing scrutiny; changing an employee's shift, even if the shift pays more; and otherwise making an employee's work more difficult.

4. Employers need to be careful of former employees as well

Title VII protects both current and former employees. Employers should recognize the inherent danger in making comments about former employees who have made complaints about discrimination. Actions that may interfere with an ex-employees future ability to secure work can also lead to a retaliation claim.

5. What can employers do?

The concern of a retaliation claim oftentimes leaves employers fearing they now have a lifelong employee.

Engaging in a protected activity, however, does not shield an employee – in theory – from all discipline or discharge. Employers are free to discipline or terminate workers if motivated by *non-retaliatory and non-discriminatory* reasons that would otherwise result in such consequences. However, an employer is not allowed to do anything in response to protected activity that would discourage someone from reporting or complaining about future discrimination. EEOC guidance suggests that ways to help combat a retaliation claim include: (a) maintaining a written, plain language anti-retaliation policy, with practical guidance of what to do and not to do; (b) training all managers, supervisors, and employees on the employer's written anti-retaliation policy; (c) providing managers and supervisors alleged to have engaged in discrimination guidance on how to handle any personal feelings about the allegations when carrying out management duties or interacting in the workplace; (d) checking in with managers and supervisors during the pendency of the investigation or charge; and (e) requiring decision-makers to identify their reasons for taking consequential actions. 

Bar Services

CLE Speakers Sought

CCBA's CLE Committee seeks Nevada lawyers to volunteer to produce and speak as part of the CCBA's continuing legal education programming for the benefit of Nevada lawyers.

CCBA is an Accredited Provider with the Nevada Board of Continuing Legal Education.

To volunteer to produce or speak for a CCBA CLE event, CCBA members may submit proposals to the CCBA CLE Committee via Donna at donnaw@clarkcountybar.org. Proposals should include the topic of the program/seminar, a course description (at 50 words or less), a list of relevant court rules and/or procedures to be addressed by the speakers, the name(s) of speaker(s) and/or moderators, and the estimated length of time for the program.



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The Marketplace

Employment

The University of Nevada, Reno, seeks applicants for an Assistant General Counsel that reports administratively to the General Counsel. The Assistant General Counsel litigates on behalf of UNR in consultation with the General Counsel and assists the General Counsel in planning, organizing, and guiding UNR's legal activities. The Assistant General Counsel assists in providing advice and counsel to senior academic and administrative officers of the University concerning UNR's legal rights and obligations. Scope of the role includes litigation, administrative and regulatory matters, whether in the courts of the State of Nevada or the United States and in all federal and state administrative agencies, client counseling and contracts. The Assistant General Counsel conducts legal research and advises University officers on matters pertaining to compliance with state and federal laws affecting the University with particular emphasis on litigation, contracts, business and tort law, employment law and dispute resolution, intellectual property, the First Amendment and student rights. The position is also responsible for other such legal or administrative duties as may be assigned by the General Counsel. Concurrent private practice is precluded. The successful candidate will have excellent written and verbal skills; personal and professional integrity; knowledge of civil procedure, state and federal laws, relevant law and legal practice, and court procedures;

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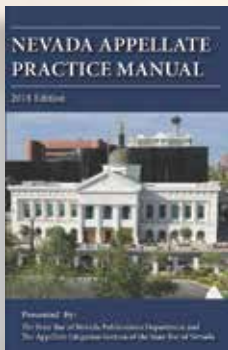
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BOOKS FROM THE BAR

The State Bar of Nevada has several reference publications available to meet the needs of Nevada attorneys, from comprehensive guides to compilations of templates in a variety of practice areas.



Nevada Appellate Practice Manual – 2018 EDITION

The 2018 edition has been painstakingly edited by experts in appellate practice and reflects all recent changes in the law as well as the most up-to-date procedures for practicing in Nevada's appellate courts. Some topics covered include: initiating an appeal, jurisdiction, settlement, criminal appeals, fast-track child custody, oral arguments and record preparation...in addition to many others.



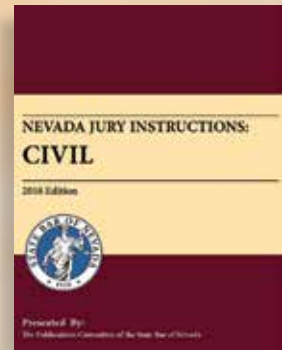
Nevada Gaming Law Practice and Procedure Manual

Written by attorneys with decades of experience in the practice of gaming law, this reference manual includes 18 chapters covering topics such as licensing, financing, gaming devices, race and sports books, compliance reporting requirements, interactive gaming and much more.



Contract Templates for Nevada Attorneys

This publication provides lawyers with a large selection of form contracts drafted for a wide variety of transactions, with specific regard to the laws of Nevada. The customizable forms are designed as a starting point for practitioners to craft custom agreements for use in commercial and residential purchases and leases, employment, intellectual property, deeds and cyber law...to name a few.



Nevada Jury Instructions: Civil - 2018 EDITION

Nevada Jury Instructions: Civil provides attorneys participating in civil jury trials in Nevada with downloadable sample jury instructions in an easy-to-use format. The language in each template has been adapted from documents actually used in trial with an eye to being as party-neutral as possible. The book includes subjects such as: contractual relationships, employment law, evidence, experts, intentional torts, fiduciary relationships, personal injury damages, eminent domain and more!

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Join us at lunch!



Please join us at the

40 YEAR CLUB

INDUCTION CEREMONY & LUNCHEON

Thursday, March 5, 2020

Check-in & Networking: 11:30 a.m. Luncheon program: 12:00-1:30 p.m.

Celebrating CCBA members admitted to practice law in Nevada for 40, 45, 50, & 55 years.

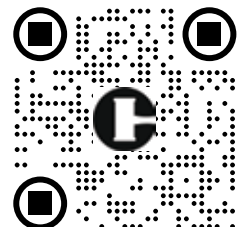
This event is open to attendance by all members of the Nevada legal community; however, seating will be limited to persons who RSVP and provide payment to the Clark County Bar Association by the published deadline.

RSVP Deadline: 2/20/2020

For more information, see event registration form on page 10.
or at <https://www.clarkcountybar.org/>.

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Come for the food. Stay for the collegiality.**

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