



Labor and Employment Law Seminar

**2026
LAS VEGAS**

SMALL BUSINESS AND GROWTH EMPLOYERS: NO HR DEPARTMENT, NO PROBLEM? EMPLOYMENT LAW BASICS SMALL EMPLOYERS CANNOT IGNORE TOO



Presented by

**MARK
RICCIARDI**



**SMALL BUSINESS AND GROWTH
EMPLOYERS:
NO HR DEPARTMENT, NO
PROBLEM? EMPLOYMENT
LAW BASICS SMALL
EMPLOYERS CANNOT
INGNORE TOO**

Building Team

- Applications – Online or Paper
 - Convictions
 - Image and Likeness
- Arbitration Agreements
- Offers
 - At-Will
 - Contingencies
 - Expectations
- On Boarding
 - I-9s





Do We Need A Handbook?

- At-Will
- Discrimination/Harassment/Retaliation
- Overtime
- Meal and Break Periods

Do We Need A Handbook?

- Leaves
- Paid Time Off/Sick Leave
- Conduct Violations
- Technology/Social Media/Personal Devices
- Confidential Information



Keeping Time

- Classification
- Breaks and Meal Periods
- Overtime – Daily & Weekly
- Off the Clock Work
- Time edits
- Calling off





Required Leaves

- Domestic Violence/Sexual Assault
- Jury Duty
- Voting
- Volunteer Emergency Responders
- USERRA
- School Conferences or Emergencies

Pregnant Workers & Nursing

- Pregnant Workers Fairness Act
- Lactation Accommodations
- Undue hardship????





Workplace Investigations

- Timeliness
- Statements
- Documentation
- Suspension Pending
- Recordkeeping



Discipline

- Forms
- Employee Statements
- Termination Decisions
- Severance Agreements
- Final Pay
- Property Return
- Unemployment Insurance

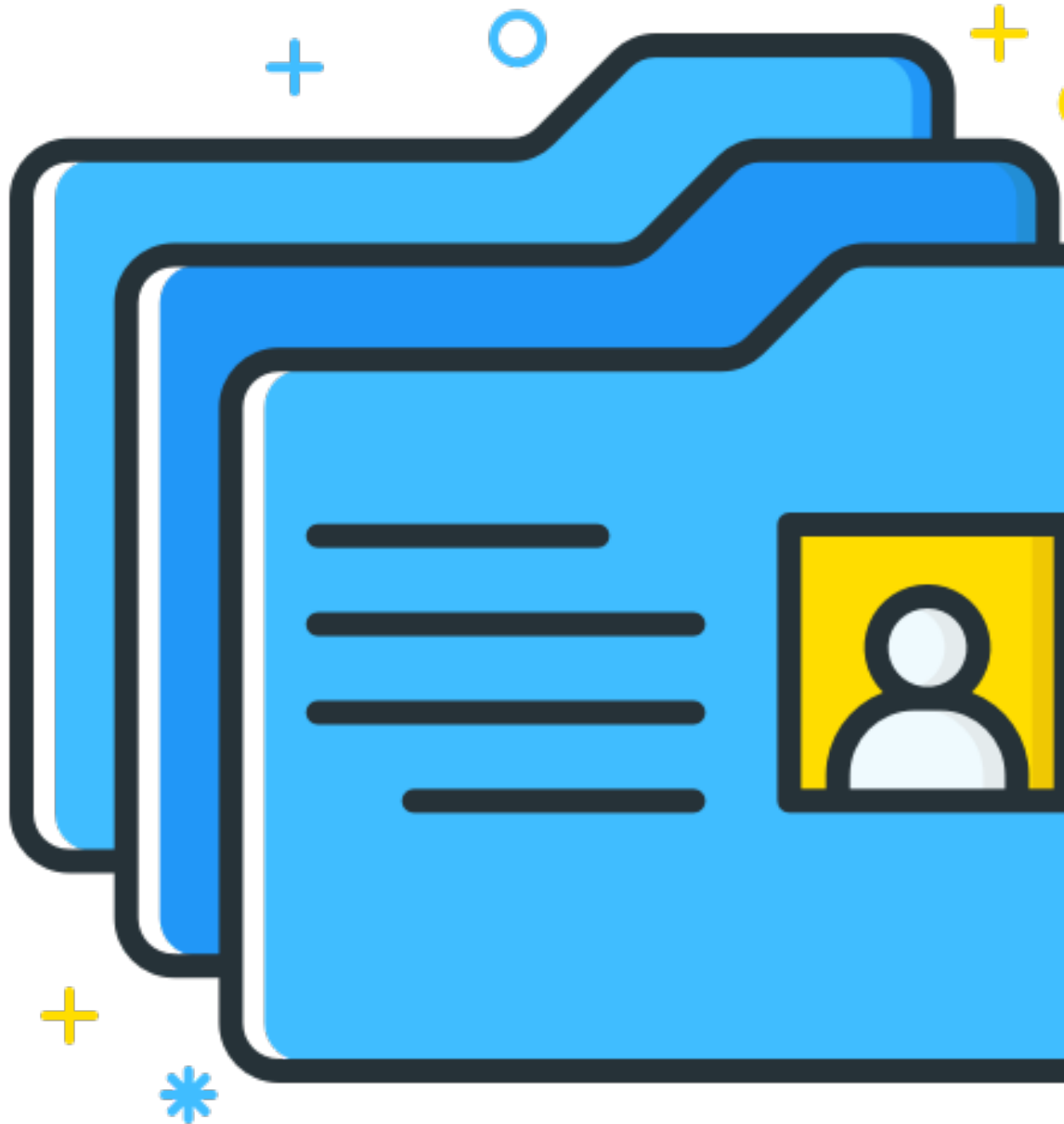
Agencies

- EEOC and NERC
- NV OSHA
- NV Labor Commissioner

Get A Charge?

Unannounced Visits?





Personnel Files and Payroll Documents

- Retention
- Access
- Handling Requests
 - Current Employees
 - Former Employees

Workplace Postings

- Nevada Labor Commissioner
 - Rules To Be Observed by Employers
 - Domestic Violence and Sexual Assault Leave
 - Minimum Wage
 - Daily Overtime

https://labor.nv.gov/Employer/Employer_Posters/

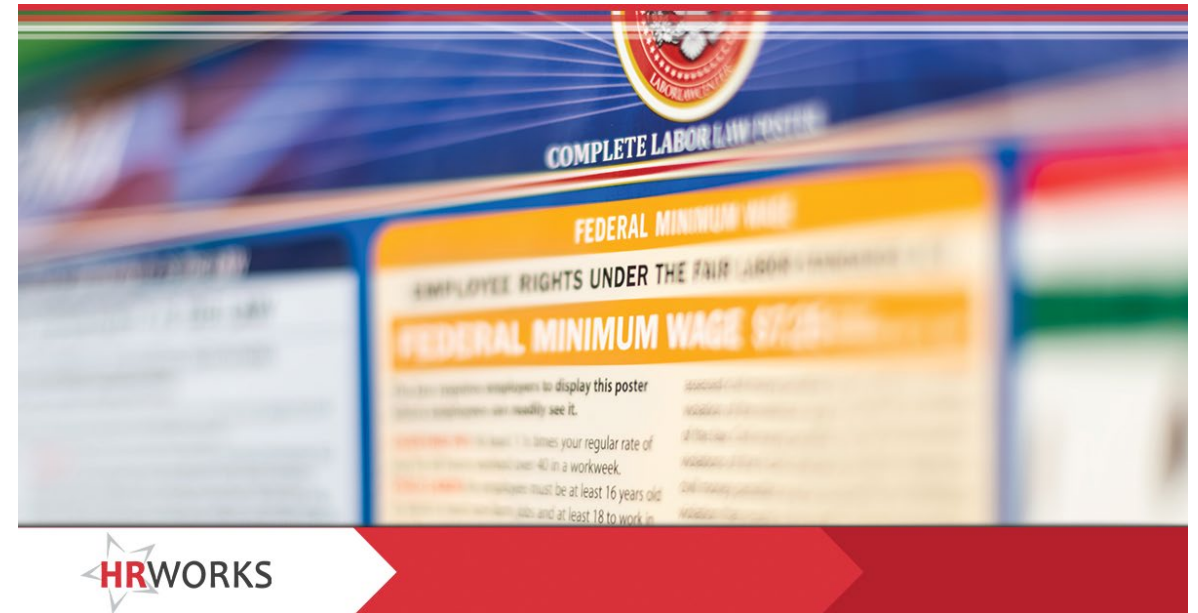
- Unemployment Insurance Notice
- Workers Compensation Injury Rights
- Nevada OSHA - Safety & Health Protection on the Job

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EMPLOYERS: This poster must be displayed prominently in the workplace.

Workplace Postings

- Federal Department of Labor
 - Rules To Be Observed by Employers
 - Job Safety and Health
 - Polygraph Protection
 - Rights Under USERRA



<https://www.dol.gov/general/topics/posters>



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Questions?



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Thank you.