



Labor and Employment Law Seminar

**2026
LAS VEGAS**

SOUTHERN NEVADA EMPLOYER RISK MAP

**WHAT WORKERS ARE COMPLAINING ABOUT,
WHAT AGENCIES ARE WATCHING,
AND WHAT PLAINTIFFS' LAWYERS WANT**



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SOUTHERN NEVADA EMPLOYER RISK MAP

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EEOC settlement announcements

Settlements are not necessarily jury verdicts, findings of liability, or a measure of the legal merits of the underlying claims.

Employer	Announcement year	Amount
Bouchon / Thomas Keller Restaurant Group	2026	\$2,000,000
AMTCR McDonald's Franchise	2023	\$1,997,500
Nevada Restaurant Services	2025	\$1,200,000
The Mirage	2002	\$1,140,000
Hyde Bellagio	2021	\$1,000,000
The Venetian Resort	2025	\$850,000
Downtown Grand Hotel & Casino	2024	\$720,000
Birchstone Management	2026	\$500,000
Focus Plumbing	2022	\$500,000
PRC Industries	2023	\$400,000
Boart Longyear	2025	\$177,500
Blue Eagle Contracting	2026	\$60,000
Vital Systems	2026	More than \$57,000

Religious dress and accommodation

Circa Resort & Casino | Las Vegas | September 25, 2026 | Religious discrimination

- The EEOC alleges a cage cashier who practiced **Messianic Judaism** was instructed by a manager to remove a religious headscarf.
- She was allegedly **sent home without pay** when she refused.
- According to the lawsuit, human resources required a **letter from clergy** verifying her religious practice, even though she explained she did not belong to a synagogue.

Disability discrimination and retaliation

GSK Research / KGS Research (VRI Research) | Las Vegas | September 25, 2026

- The EEOC alleges the call-center operators **repeatedly denied reasonable accommodations** to employees with disabilities.
- An employee with **muscular dystrophy** allegedly needed brief breaks to address muscle spasms.
- A remote employee who **lacked the use of his legs** was allegedly required to travel to the office to sign administrative paperwork and collect paychecks, despite requesting an accommodation.

Pregnancy and perceived disability discrimination

Victra / ABC Phones of North Carolina | Dayton, Nevada | October 8, 2024

- The EEOC alleges Victra **rescinded a pregnant sales consultant's job offer** after she requested to leave her first day of training early.
- She sought an **urgent ultrasound and evaluation by a high-risk pregnancy specialist** concerning a possible fetal heart condition.
- Within hours, the district sales manager allegedly withdrew the offer and told her to **reapply when she could fully attend training**.
- The EEOC contends other newly hired employees could **adjust or reschedule training** for reasons unrelated to pregnancy.

Alleged sexual harassment in restaurants

Mariscos El Puerto and La Catrina | Las Vegas | August 24, 2023

- The EEOC alleges that, **since 2015**, female restaurant and bar employees faced sexual assaults, unwanted touching, sexually explicit comments, and demands for sexual activity.
- The alleged conduct involved **managers, supervisors, coworkers, and customers**.
- The agency further alleges some managers required sexual activity **as a condition of continued employment** and terminated employees who refused.

Alleged sexual orientation discrimination

Mariscos El Puerto and La Catrina | Las Vegas | August 24, 2023

- In a separate lawsuit, the EEOC alleges owners, managers, and supervisors subjected **gay and lesbian employees** to discriminatory treatment, offensive slurs, and physical assaults because of their sexual orientation.
- The agency contends the harassment and other working conditions caused some employees to **resign because they believed they had no reasonable alternative**.

Harassment, employer response, and retaliation

Recurring issues identified in the source document

- **Sexual harassment and employer response:** Hospitality, restaurant, gaming, and construction employers were accused of tolerating repeated harassment or failing to respond effectively to employee complaints.
- **Retaliation and termination:** Several EEOC announcements alleged that employees who complained about discrimination or requested accommodations faced discipline, discharge, or working conditions that prompted resignation.

Disability, pregnancy, and religion

Accommodation-related issues identified in the source document

- **Disability and pregnancy accommodations:** Downtown Grand, VRI Research, Victra, and Vital Systems involved alleged adverse employment actions after accommodation requests or disclosure of medical conditions.
- **Religious accommodations:** Circa, Blue Eagle, Venetian, Aria, and Luxor involved scheduling, religious dress or grooming, or vaccine-related accommodation requests.

Colvin Construction: overtime consent judgment

Colvin Construction Inc. | September 17, 2024

- DOL announced a consent judgment in the U.S. District Court for the District of Nevada.
- The judgment provided **\$275,000 in back wages** and **\$275,000 in liquidated damages** for **614 employees**.
- The employer also had to pay a **\$10,000 penalty** and change its timekeeping and payroll practices.
- DOL's investigation found employees frequently worked **approximately 55 hours per week** without time-and-one-half pay for hours over 40 in a workweek.

Juan's Flaming Fajitas: overtime findings

Juan's Flaming Fajitas & Cantina | July 29, 2024

- DOL investigated the owner of **three restaurants** in Las Vegas and Henderson.
- DOL found an FLSA violation because the employer **failed to combine hours worked across locations** when determining overtime eligibility.
- The investigation also found **two employees were improperly classified as exempt** from overtime requirements, resulting in unpaid overtime compensation.

Juan's Flaming Fajitas: recovery and status

Juan's Flaming Fajitas & Cantina | July 29, 2024

- DOL reported recovering **\$475,385** for 32 employees.
- The employer agreed to **correct its recordkeeping practices**, and DOL assessed **\$12,050** in penalties.
- The announcement **does not identify a filed lawsuit or court-approved settlement.**

La Mojarra Loca: exemption and salary practices

La Mojarra Loca Inc. | May 20, 2024

- DOL announced recovery of **\$151,458** in wages and damages for 33 employees.
- DOL assessed **\$9,058** in penalties.
- DOL alleged an FLSA violation based on **improperly classifying employees as exempt from overtime** and paying flat salaries regardless of the hours actually worked.

Nevada Labor Commission activity

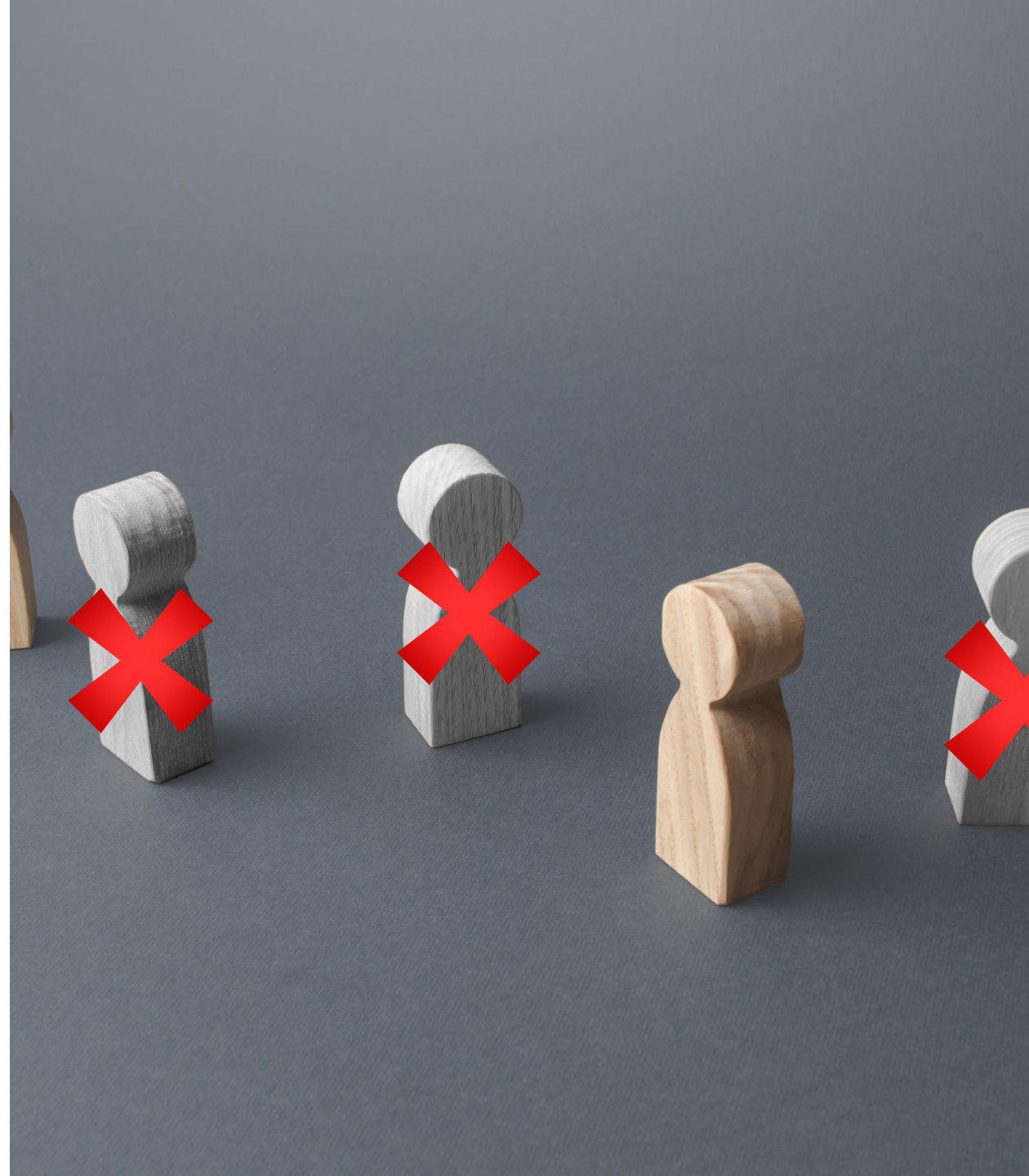
Issues identified in the source document

- Improper or nonexistent break policies.
- Failure to pay correct overtime.
- Failure to pay commissions.
- Failure to provide personnel files or payroll records.

Plaintiffs' lawyers' focus

Litigation topics identified in the source document

- Shift jamming class actions.
- Sexual harassment.
- Disability discrimination



Pay, management, and workplace culture

Employee concerns and survey figures

- Pay, compensation, and financial fairness: Pew reports 30% highly satisfied.
- Poor management, disrespect, and workplace culture: SHRM reports 66% say management could do more to prevent incivility.

Flexibility and career development

Employee concerns and survey figures

- Schedules, flexibility, and work-life balance: Pew reports 49% highly satisfied with flexibility.
- Career advancement and development: Pew reports 26% highly satisfied with promotion opportunities.



Employee voice and uncertainty about AI

Employee concerns and survey figures

- Employee voice and collective workplace concerns: Pew reports 70% of workers who experienced incivility believed management put business over employee treatment.
- AI, technology, and uncertainty about the future of work: APA reports 40% of frontline workers and 43% of middle managers worried AI could make some or all of their duties obsolete.



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Questions?



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Thank you.