



## **Mark J. Ricciardi**

### ***Regional Managing Partner***

Las Vegas

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Email



### ***Service Focus***

- Employment Discrimination and Harassment
- Labor Relations
- Litigation and Trials
- Workplace Safety and Catastrophe Management
- Mergers and Acquisitions

### ***Industry Focus***

- Energy
- Hospitality

### ***Overview***

Mark Ricciardi is the founding and managing partner of the Las Vegas office. He has been advising and representing hotels, casinos, financial institutions, manufacturers, government agencies, and other large and small businesses in labor and employment matters in Las Vegas since 1987.

Mark's practice consists primarily of advising and representing large employers in collective bargaining and in the planning and execution of complex labor strategy. His labor practice has included representation of employers in dozens of proceedings before the National Labor Relations Board and in dozens of labor arbitrations. Mark has also successfully handled more interest arbitration proceedings than any other Nevada practitioner.

Mark's background also includes extensive experience in employment law litigation. He has tried jury and bench trials in cases of wrongful termination, retaliation, sexual harassment, sex discrimination, age discrimination, national origin discrimination, and wage and hour claims. His appellate experience includes numerous arguments before state and federal appellate courts,

including en banc courts. Mark has also argued before the United States Supreme Court on behalf of Caesars Palace Hotel and Casino.

Mark has conducted supervisory training in the areas of discrimination and harassment awareness, union avoidance, and employment law compliance. Mark has written numerous articles on labor and employment law topics including an article on the administrative exemption under the Fair Labor Standards Act (FLSA) that was published in the American Bar Association's (ABA) *Labor Lawyer*. He also taught labor economics as adjunct professor at the University of Nevada at Las Vegas, and he is a frequent speaker for trade associations and other business groups.

Mark is "AV" Peer Review Rated by Martindale-Hubbell and has been recognized in *Mountain States Super Lawyers* since 2007. He has been listed in *Chambers USA, America's Leading Business Lawyers* since 2002 and in *The Best Lawyers in America* since 1999. In 2012, Mark was inducted as a Fellow into The College of Labor and Employment Lawyers. Election as a Fellow is the highest recognition by an attorney's colleagues of sustained outstanding performance in the profession, exemplifying integrity, dedication and excellence.

## ***Credentials***

### **Education**

- J.D., 1982, Washington University School of Law
- M.B.A., 1982, Washington University
- A.B., 1978, Washington University

### **Bar Admissions**

- Illinois
- Missouri
- Nevada

### **Court Admissions**

- Missouri Court of Appeals
- Illinois Supreme Court
- Missouri Supreme Court
- Nevada Supreme Court
- U.S. Court of Appeals for the Eighth Circuit
- U.S. Court of Appeals for the Ninth Circuit
- U.S. District Court for the District of Nevada
- U.S. District Court for the Eastern District of Missouri

- U.S. Supreme Court

## ***Recognitions***

- Recognized in *The Best Lawyers in America* (1999-2025)
- *Chambers USA*, Labor & Employment (2002-2024)
- "AV" Peer Review Rated by Martindale-Hubbell
- Recognized in *Mountain States Super Lawyers* since 2007
- Recognized in *The Best Lawyers in America* - Lawyer of the Year, Litigation - Labor and Employment (2020)

## ***Insights***

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INSIGHTS

12/10/24

### **Nevada Adopts New Workplace Heat Safety Rule: The 10 Steps You Can Take to Protect Your Workforce**

Mark J. Ricciardi

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NEWS

12/09/24

### **Regional Managing Partner Participates in Legal Industry Outlook Discussion**

Mark J. Ricciardi

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NEWS

10/01/24

### **Regional Managing Partner Discusses How Unions Fast Track Employee Organizing**

Mark J. Ricciardi

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09/24/24

### **Regional Managing Partner Provides Best Practices for Reducing the Risk of NLRB Unfair Labor Practice Claims**

Mark J. Ricciardi

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INSIGHTS

07/08/24

### **SCOTUS Decision Will Weaken Labor Board's Attempts to Impose Financial Penalties on Employers But Spares NLRB From Catastrophic Loss**

Steven M. Bernstein, Alex G. Desrosiers, Todd A. Lyon, Mark J. Ricciardi

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NEWS

07/05/24

## Las Vegas Regional Managing Partner Discusses NV Retiring Unique Two-Tier Minimum Wage

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NEWS

07/01/24

## Las Vegas Partner Discusses How the High Court's SEC Decision Might Impact the NLRB

Mark J. Ricciardi

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INSIGHTS

06/11/24

## Are You Prepared For the Upcoming Increases in Nevada's Minimum Wage and the Elimination of the Long-Standing Two-Tiered System?

Anne Hanson, Mark J. Ricciardi

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NEWS

06/10/24

## Fisher Phillips Earns Top Rankings Again as a Leading Firm in Labor and Employment Law by Chambers USA

Edwin G. Foulke Jr., Andrew J. Sommer, Travis Vance, Kristin R.B. White, Danielle Hultenius Moore, Jocelyn Campanaro, Micah Dawson, Todd A. Fredrickson, Angelica M. Ochoa, Steven M. Bernstein, Suzanne K. Bogdan, Charles S. Caulkins, Christine E. Howard, Jeffrey E. Mandel, Cathy M. Stutin, Michael P. Elkon, Shanon R. Stevenson, Terri R. Stewart, Laurel K. Cornell, Raymond C. Haley III, Emily N. Litzinger, Todd B. Logsdon, Craig P. Siegenthaler, Megan Reese U'Sellis, Michelle I. Anderson, Edward F. Harold, Timothy H. Scott, David W. Erb, Daniel E. Farrington, Joseph W. Ambash, William E. Altman, Gregory V. Murray, Barbara Jean D'Aquila, Steven R. Cupp, Gregory D. Ballew, J. Randall Coffey, James R. Holland II, Brian J. Finucane, Melody L. Rayl, David B. Dornak, Scott M. Mahoney, Mark J. Ricciardi, Kathleen McLeod Caminiti, Rosemary S. Gousman, Michael R. Marra, David Klass, Richard A. Millisor, Clarence M. Belnavis, Todd A. Lyon, Michael P. Avila, Nan Sato, Christopher P. Stief, William D. Wright, Michael D. Carrouth, C. F. W. Manning II, Stephen C. Mitchell, J. Hagood Tighe, David S. Jones, Greg Grisham, Jeff Weintraub, Stephen J. Roppolo, Teresa Valderrama, Theresa M. Connolly, Davis C. Bae, Ralph Hua, Radhika Mehta, Suzanne Kelly Michael

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NEWS

03/01/24

## Las Vegas Regional Managing Partner Discusses the State of Employment in Nevada

Mark J. Ricciardi

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