

NEVADA LAWYER

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Nevada Lawyer (ISSN 1068-882X) is published monthly by the State Bar of Nevada. State bar members receive *Nevada Lawyer* as part of their annual dues. *Nevada Lawyer* is available to non-members at the subscription rate of \$60 per year. Back issues, when available, are \$6 each. Periodicals Postage Paid at Las Vegas, NV. *Nevada Lawyer* is available on Westlaw®, LEXIS®, and on microfilm through the Wm. S. Hein Co.

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NOTE FROM THE ISSUE EDITOR

BY MICHAEL T. SAUNDERS, ESQ.

January's issue of *Nevada Lawyer* focuses on employment law. This issue features articles sure to be of particular interest to those practicing in the area of employment law as well as those just seeking a general understanding of the duties and rights inherent in the employer-employee relationship.

This issue contains four primary feature articles.

In the first article, J.P. Kemp presents information on the Americans with Disabilities Act (ADA) Amendments Act of 2008, and discusses the duties employers have with respect to injured workers. Scott Abbott offers insight regarding ADA compliance in our second article, entitled "Five ADA Traps for Employers to Avoid." In the third article, Rico Cordova and Calder Huntington provide an assessment of Senate Bill (SB) 224, that was passed during the 2015 session of the Nevada Legislature. In the article, the authors discuss SB 224's conclusive presumption of independent contractor status and what it means for employers. And, in the final feature article, Scott Abbott and Jen Sarafina provide an employer's guide to arrest and conviction records and highlight traps of which employers should be mindful regarding such records.

In addition to the above feature articles, many of the magazine's regular monthly columns also focus on employment law. One such article is found in this month's "Back Story," wherein Matthew Durham offers information regarding the Department of Labor's proposed overtime regulations.

The *Nevada Lawyer* Editorial Board and staff hope that our readers find this issue beneficial. We thank all the contributing authors who made this issue possible and wish everyone a healthy, happy and prosperous New Year. **NL**

MICHAEL SAUNDERS is a senior deputy attorney general with the Nevada Attorney General's Bureau of Consumer Protection (BCP). Within the BCP, he practices in the areas of energy and public utility law.



The Practice of Law Can Be Hard. We're Here to Help

In an effort to assist attorneys facing struggle with addiction and mental health issues, the State Bar of Nevada makes available two confidential assistance programs—the Nevada Lawyer Assistance Program (NLAP), headed by an addiction medicine specialist, and Lawyers Concerned for Lawyers (LCL), which provides peer-to-peer support. Both programs can be accessed voluntarily and maintain absolute confidentiality. If you are—or know of a fellow lawyer—in need of help, make the call.



Where Do I Begin? The LCL program is a great place to start. Calls made to LCL are confidential and the identity of the attorney calling on behalf of a colleague is never revealed.

LCL Members Reach Out

- ❖ LCL is a peer-to-peer program. Another attorney in recovery, usually someone with something in common with the person in need of help, will discretely reach out.
- ❖ An attorney can accept help or deny there is a problem. Due to the voluntary nature of LCL, regardless of the choice, no report is made to the state bar.