



## Matthew Cecil

Of Counsel

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**Matt Cecil builds relationships of trust with clients by promptly providing honest advice and clear communication.**

### PRACTICES

Labor and Employment  
 Labor and Management Relations  
 Discrimination, Harassment, Retaliation, and Litigation  
 Accommodations, Disabilities, Leaves  
 HR Counseling, Compliance, and Risk Management

### EDUCATION

William S. Boyd School of Law, J.D.,  
 2005

Brigham Young University, B.S., 1998

### BAR ADMISSIONS

Nevada

### COURT ADMISSIONS

U.S. District Court for the District of Nevada  
 U.S. Court of Appeals for the Ninth Circuit  
 District of Columbia Court of Appeals, Washington, D.C.

Matt's practice focuses on representing and assisting employers with the varied issues arising out of their relationships with their employees. He represents employers in federal and state courts, as well as administrative agencies such as the Equal Employment Opportunity Commission (EEOC), Nevada Equal Rights Commission (NERC), Department of Employment Training and Rehabilitation (DETR), the National Labor Relations Board (NLRB), the Employee-Relations Management Board (EMRB), the Office of the Labor Commissioner (OLC), and the Nevada Occupational Safety & Health Administration (NV OSHA).

Matt also teaches seminars and provides training on a variety of labor and employment law topics. During law school, he served as a judicial law clerk for the Hon. Michelle Leavitt of the Eighth Judicial District Court of Clark County, Nevada. Prior to law school, he was a juvenile probation officer for the 4th District Juvenile Court of Utah.

### EXPERIENCE

#### Employment Matters Covered Under

- Title VII of the Civil Rights Act
- The Age Discrimination in Employment Act (ADEA)
- The Americans with Disabilities Act (ADA)
- The Family and Medical Leave Act (FMLA)
- The Uniformed Services Employment and Reemployment Rights Act (USERRA)
- The Fair Labor Standards Act (FLSA)

#### Labor and Management Relations

- Union Campaigns
- Collective Bargaining
- Labor Grievances, Arbitrations and Disputes
- Unfair Labor Practice Charges

#### HR Counseling, Compliance, and Risk Management

- Employment, Severance, Non-solicitation, and Confidentiality Agreements
- Non-compete / Trade Secret Claims

- Employee Misconduct
- FMLA Leave Compliance
- ADA Accommodation Compliance
- Discrimination Claims
- Policy Violations
- Internal Investigations
- Harassment
- Wage and Hour Compliance
- OSHA, Workplace Safety and Emergency Response

## **PUBLICATIONS**

"Avoiding Pitfalls When Trying to Offer Benefits that Exceed the FMLA's Mandate," *Colorado Employment Law Letter*, April 2019

## **SPEAKING ENGAGEMENTS**

"Effective Workplace Communication," *National Association of Women in Construction (NAWIC) Breakfast Meeting*, January 15, 2020

"Is that Agreement Enforceable?" A look Into Employee Arbitration and Non-Compete Agreements," *Nevada State Bar Conference, Vail, CO*, June 2019

"Clearing the Smoke: Medical Marijuana in the Workplace," *Nevada State Bar Conference, Seattle, WA*, July 2015

"Discrimination Harassment and Retaliation, and Wage and Hour and Leave Laws," *National Business Institute, Las Vegas, NV*, March 2014

"Discrimination Harassment and Retaliation," *Nevada State Contractors Board, Las Vegas, NV*, September 2013

"Public Employee Investigations with Garrity & Weingarten Rights," *Nevada Government Civil Attorneys Conference - Nevada Advisory Council for Prosecuting Attorneys*, May 2013

## **RECOGNITION**

- *The Best Lawyers in America*® Employment Law - Management; Litigation - Labor and Employment, 2020
- Mountain States Super Lawyers® Rising Star, Labor & Employment
- Nevada Business Magazine, Nevada Legal Elite
- Martindale-Hubbell®, AV Preeminent® Rating

## **PROFESSIONAL AND CIVIC AFFILIATIONS**

- American Bar Foundation, Life Fellow
- Nevada Bar Association, Labor & Employment Section, Vice-Chair 2016-present, CLE Subcommittee Chair, 2014-2016

- Workforce Connections, Volunteer, Board of Directors, 2012-2014