



Matthew Cecil

Of Counsel

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Matt Cecil builds relationships of trust with clients by 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.

He represents all types of employers to deal with the various issues of the employment relationship. He has represented employers in federal and state courts, as well as administrative agencies including the Equal Employment Opportunity Commission (EEOC), Nevada Equal Rights Commission (NERC), Department of Employment Training and Rehabilitation (DETR), the National Labor Relations Board (NLRB), and the Employee-Relations Management Board (EMRB).

Matt teaches seminars and provides training on employment-related 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 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
- Accommodation Compliance
- Discrimination Claims
- Policy Violations
- Internal Investigations
- Harassment
- Wage and Hour Compliance

SPEAKING ENGAGEMENTS

"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

- 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