



## S. Jordan Walsh

### Of Counsel

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**Jordan provides counsel to both public and private entities on resolving employment disputes, managing litigation risks, and minimizing future liability.**

#### PRACTICES

Employment and Labor  
Discrimination and Harassment  
Employment Litigation  
Labor and Management Relations  
Trade Secrets and Non-Competes  
Wage and Hour  
Disabilities and Leaves

#### EDUCATION

University of Oregon School of Law, J.D.,  
2012

Rollins College, B.S., 2007

#### BAR ADMISSIONS

California  
Nevada  
Washington

#### COURT ADMISSIONS

U.S. District Court for the Northern  
District of California  
U.S. District Court for the Central District  
of California  
U.S. District Court for the District of  
Nevada  
U.S. District Court for the Eastern District  
of California

California Licensed  
Employment Attorneys

Jordan is adept at offering strategic advice to clients navigating employment and labor matters. Her record of appearances before the Supreme Court of Nevada, the Employee-Management Relations Board, and the Nevada Equal Rights Commission/Equal Employment Opportunity Commission is a testament to her experience.

She has represented entities in legal disputes, including collective bargaining processes with employee organizations. Jordan ensures her clients achieve and maintain compliance with collective bargaining agreements, personnel policies, employment and labor law, and state benefit programs, effectively minimizing litigation exposure. She also guides clients through compliance with municipal law, such as the Nevada Open Meeting Law and the Nevada Public Records Act.

Jordan's advisory services also cover a wide range of state and federal employment laws, and state-specific laws relating to law enforcement and school district personnel. Her depth and breadth of knowledge equips her to skillfully handle the full scope of litigation that may arise within the context of these regulations.

#### EXPERIENCE

##### State and Federal Employment Laws

- Fair Labor Standards Act
- Family and Medical Leave Act
- Americans with Disabilities Act
- Age Discrimination in Employment Act,
- Title VII
- Pregnant Workers Fairness Act
- Employee-Management Relations (EMRA Nevada)
- Affordable Care Act
- Public Employees' Benefits Program,
- Public Employees' Retirement System of Nevada

##### Employment Litigation

- Class / Collective Actions
- Discrimination, Harassment, and Retaliation (federal / state / local law)
- Breach of Contract
- Employment-related Torts
- Defamation
- Wrongful Discharge / Whistleblower

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

- Accommodations, Disabilities, Leaves
- Employment Policies, Handbooks, and Manuals
- Executive Compensation and Employment Contracts
- Employment / Severance Agreements
- Employee Misconduct
- Hiring, Discipline, Performance Evaluations, and Terminations
- Internal Investigations
- OSHA, Workplace Safety, and Emergency Response
- Pay Practices and Independent Contractors
- Policy Violations
- Workplace Privacy and Data Security

### **Unfair Competition**

- Noncompete and Restrictive Covenant Agreements
- Trade Secret Protection / Enforcement

### **Union Issues**

- Determining Bargaining Units
- Grievances and Arbitrations
- Negotiating Collective Bargaining Agreements
- Responding to Strikes and Picketing
- Union Elections
- Unfair Labor Practice Charges (ULPs)

### **Wage and Hour Compliance**

- Audits
- Contractor Classification
- Policies and Procedures
- Response to Government Investigations

### **PUBLICATIONS**

"What Can Employers Do When Employee Threats Are Related To a

Disability?," *Employers' Lawyers Blog*, September 27, 2023

"End of Year Federal Employment Law Update: 2022," *Employers' Lawyers Blog*, January 10, 2023

"FTC Proposes a New Regulation that Kicks Non-Competes to the Curb," *Employers' Lawyers Blog*, January 6, 2023

"The Disappearing Future of Non-Compete Agreements," *Employers' Lawyers Blog*, *ERE Recruiting Intelligence*, and *Holland & Hart News Update*, November 10, 2021

## **BLOG POSTS**

"End of Year Federal Employment Law Update: 2022," *Employers' Lawyers Blog*, January 10, 2023

"FTC Proposes A New Regulation That Kicks Non-Competes to the Curb," *Employers' Lawyers Blog*, January 06, 2023

## **SPEAKING ENGAGEMENTS**

"Changes to Federal Employment Law," *NCET Biz Café*, July 17, 2024

## **RECOGNITION**

- *Best Lawyers: Ones to Watch® in America*, Labor and Employment Law – Management, 2022

## **PROFESSIONAL AND CIVIC AFFILIATIONS**

- Douglas County Bar Association, Member
- First Judicial District Bar Association, Member
- Washoe County Bar Association, Member
- Holland & Hart Women's Forum, Committee Member