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Meet Nancy Gray



In a diverse legal career that has spanned over three decades, attorney Nancy Gray has represented hundreds of clients in a variety of civil matters, including labor and employment (management/employee); sexual harassment, discrimination, wrongful termination; commercial, contract and business issues.

Among other highlights, Ms. Gray served as Assistant District Attorney in New York, spent seven years with a national law firm working on complex pharmaceutical and medical device cases,

■ "This Is What Happens When You Have Sex."

Massive FLSA Action Against One of Vegas' Biggest Casinos: Plaintiffs Want \$70 Million!



It is the little things that count in life... and in law.

If an employer forces an employee to "work off the clock" for a few minutes every day, that might not seem that terrible. But that nickel-and-dime can

and successfully litigated and coordinated cases around the country. She has a unique expertise in matters pertaining to the adulteration of extra virgin olive oil.

Ms. Gray has also lectured and written on a variety of topics, including expert testimony, drug and medical device regulation, sexual harassment, employment practices and child performer issues.

In 1997, she started her own firm, based in Los Angeles.

Having been raised in New York City, Nancy enjoys dramatic, musical and comedy theater as well as pro sports. She is a PADI-certified scuba diver. Among her favorite reading material is Bon Appetit and anything pertaining to criminal behavior and behavioral profiling.

really add up.

The Cosmopolitan casino in Las Vegas is a huge resort that employs 7,000 people. A new employment lawsuit alleges that, for the past several years, employees at the Cosmopolitan have spent an hour a day "off the clock," doing work related activities, such as suiting up for shifts.

When you tally up all that alleged nickel-and-diming, you get a seven-figure number.

In fact, the Cosmopolitan is now on the business end of the biggest wage and hour lawsuit in the history of the State of Nevada.

The casino also faces discrimination charges. In 2011, a sales clerk named Melodee Megia -- who was eight months pregnant at the time -- lost her job, after she said "bye-bye" instead of "good bye" to a guest on the phone. Megia also claims that her supervisor ridiculed her for being pregnant, at one point chastising her: "This is what happens when you have sex."

That a large company might try to get unpaid work from its workers is certainly not without precedent. But violating the Federal Labor Standards Act (FLSA) and other labor laws can lead to dire consequences. Here are some common behaviors that lead to FLSA lawsuits:

- Forcing employees to work more than 40 hours per week, without paying them overtime, per FLSA rules;
- Violating minimum wage rules;
- Dividing up tips illegally - for instance, sharing a waiter's tips with non-tipped employees, such as managers or cooks;

- Retaliating against employees who complain about alleged FLSA violations by firing or demoting them;

Whether you are an employer who "just wants to do right" by your workers, and you are confused about your obligations under the FLSA or other labor laws -- or you are a worker who has been mistreated, denied fair pay, or discriminated against -- please get in touch with Gray & Associates, P.C., to schedule a free consultation. Call Attorney Gray now at (310) 452-1211.

■ Avoid "Boiling Frog Syndrome" at the Workplace

Perhaps you are an employer who has been putting up with disgraceful, annoying, or damaging shenanigans from a worker. Or maybe you are an employee who has been discriminated against or subjected to lewd or disgusting workplace conditions.

In either case, you may be an unwitting victim of "Boiling Frog Syndrome."

Made famous by Al Gore's global warming documentary, *An Inconvenient Truth*, Boiling Frog Syndrome is a metaphor for the process of getting habituated to dangerous conditions. (A frog that gets plopped into boiling water will immediately leap out to safety. By a frog that sits in water that is slowly raised to a boil will stay passively in the water until it boils to death.)



Here is how the metaphor applies. If you got harassed or called racist names on Day One of a new job, you would almost certainly quit and probably file a complaint. But if that same behavior occurred on Day One Hundred Eighty One, you would probably be more likely to shrug off the behavior or fail to take action. Familiarity, in other words, can breed inaction.

Don't fall victim to Boiling Frog Syndrome at the office. Take action to

About Gray & Associates P.C.

Attorney Nancy Gray of Gray & Associates, P.C. has more than 30 years of experience providing personalized attention and creative solutions to her clients' legal issues. Whether you need a strong litigator, a labor and employment advocate, or a savvy business law attorney, you can rely on Gray & Associates to provide you with excellent legal representation. Click [here](#) to read more.

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