



Principal, Las Vegas

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Paul Trimmer is a principal in the Las Vegas, Nevada, office of Jackson Lewis P.C. Paul advises employers across a wide spectrum of industries including hospitality and gaming, entertainment and nightlife, transportation, health care, mining, business process outsourcing and software development, restaurants and food service, construction, food manufacturing, and life sciences.

Paul's practice is balanced between traditional labor matters, including collective bargaining negotiations, arbitrations, strikes, lockouts, representation cases, unfair labor practice litigation and other disputes before the National Labor Relations Board, and federal and state court employment litigation such as wage and hour class actions, statutory discrimination claims, prevailing wage disputes, restrictive covenant disputes, and Taft-Hartley trust fund lawsuits. He has successfully argued several cases before the Ninth Circuit Court of Appeals.

Before entering private practice, Paul served a one-year term as a law clerk to the Honorable Suzanne B. Conlon of the United States District Court for the Northern District of Illinois.

## Practices

- Class Actions and Complex Litigation
- Hospitality
- Hotels
- Labor Relations
- Vaccine Mandate Litigation

## Education

- The University of Chicago Law School, J.D. 2003
- University of Southern California, B.A. 2000

## Admitted to Practice

- U.S. Court of Appeals, DC Circuit 2011
- 9th Circuit Court of Appeals 2010
- Nevada - D. Nev. 2005
- Illinois 2003
- Nevada 2005

## Representative Labor Work

- Successfully petitioned the United States Court of Appeals for D.C. Circuit to vacate a decision issued by the National Labor Relations Board against a hotel casino.
- Successfully defended hotel casino, prevailing before an administrative law judge, against an unfair labor practice charge alleging unlawful discharge for engaging in concerted activity.
- Successfully represented employers in election matters before the National Labor Relations Board.
- Successfully represented employer in post-election objections litigation, obtaining withdrawal of objections due to technical defects.
- Obtained summary judgment in Section 301 litigation against transportation company and dismissal of allegations that collective bargaining agreement was invalid due to union's lack of ratification on the grounds that Nevada law is preempted by the NLRA.
- Obtained dismissal by Regional Director of union petition for representation on the grounds that the petition contained procedural and substantive defects.
- Successfully represented employers in unfair labor practice litigation involving allegations that they implemented unlawful unilateral changes, obtaining dismissal of the complaint after hearing before administrative law judge.
- Successfully represented employer in unfair labor practice litigation involving allegation that it unilaterally restructured department without first bargaining with the union, obtaining dismissal of the complaint after hearing before administrative law judge.
- Successfully represented various employers in hotel casino, mining, transportation and

waste management industries in labor arbitrations concerning alleged contract violations, rule implementation and discharge without just cause.

- Successfully represented various employers in hotel casino, mining, transportation, nightlife and defense industries in obtaining pre-complaint dismissal or withdrawal of unfair labor practice charges.

## Honors and Recognitions

- *Thomson Reuters*, "Stand-Out Lawyers Award" (2024)
- *The Best Lawyers in America*®, "Employment Law – Management" (2015–present), "Labor Law – Management" (2018–present) and "Litigation – Labor and Employment" (2016–present)
- *The Best Lawyers in America*®, "Lawyer of the Year: Labor Law – Management" (2023, 2025)
- *The Best Lawyers in America*®, "Lawyer of the Year: Litigation - Labor and Employment" (2022, 2024)
- *Chambers USA*, "Labor & Employment" (2015–present)
- *Super Lawyers*®, "Rising Stars" (2011-2012, 2014-2017)

## Published Works

- "The EEOC's 2013–2016 Strategic Enforcement Plan" State Bar of Nevada, Nevada Lawyer (July 2013) [Author]
- "Current Issues For Unionized and Non-Unionized Employers Under The NLRA," Clark County Bar Assoc., *Communiqué* (June/ July 2012) [Author]
- "New Executive Orders Impose Significant Labor Obligations on Government Contractors," Clark County Bar Assoc., *Communiqué* (November 2009) [Author]
- "Nevada's New Minimum Wage Law," *Communiqué* 28.3 (March 2007) [Author]