



## Emily Hobbs

Partner

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**Emily Hobbs provides efficient and practical solutions to ensure companies of all sizes have the tools to minimize employment-related legal risks allowing management to focus on their top talent investments.**

Emily develops relationships with her clients, learning about their industry and operations, so she can provide pragmatic advice on day-to-day employment issues and help to implement best practices and policies that prevent employment crises from arising. When disputes arise, Emily brings to bear her extensive experience representing management in arbitration and proceedings before governmental agencies, including the Equal Employment Opportunity Commission, federal and state departments of labor, and various state civil rights agencies. She also has significant experience litigating employment-related cases in federal and state trial courts and represents clients in appeals.

As an editor of the Colorado Employment Law Letter, Emily is at the vanguard of legal developments and trends in state, federal, and local laws governing the employment relationship.

### EXPERIENCE

**Accommodations, Disabilities, Leaves**

**Discrimination, Harassment, Retaliation and Litigation**

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

- Drug & Alcohol Testing
- Employment Policies, Handbooks, and Manuals
- Hiring, Discipline, Performance Evaluations, and Terminations
- Pay Practices and Independent Contractors
- Training for employees, supervisors, managers, executives, Board of Directors

**Employment Litigation and Class Actions**

- Class and Multi-Plaintiff Actions

**Tax and Benefits**

- Employee Benefits and ERISA Litigation

### PUBLICATIONS

"Arbitration Agreements Waiving Class Actions Do Not Violate the NLRA,

### PRACTICES

Labor and Employment  
 ERISA and Benefits Litigation  
 Employment Litigation and Class Actions  
 Discrimination, Harassment, Retaliation, and Litigation  
 Accommodations, Disabilities, Leaves  
 HR Counseling, Compliance, and Risk Management  
 Wage and Hour

### EDUCATION

University of Denver Sturm College of Law, J.D., 2000  
 Order of St. Ives  
 Smith College, B.A., 1995  
*cum laude*  
 High Honors

### BAR ADMISSIONS

Colorado

### COURT ADMISSIONS

U.S. District Court, District of Colorado  
 U.S. Court of Appeals, Tenth Circuit

Rules Supreme Court," *Holland & Hart News Update*, Co-Author, 05/21/2018

"Colorado General Assembly To Consider Immigration, Paid FMLA, and Other Employment Bills," *Employers' Lawyers Blog*, February 27, 2018

"Colorado Minimum Wage Goes Up To \$10.20 Per Hour On January 1," *Employers' Lawyers Blog*, December 28, 2017

"U.S. DOJ Files Brief Supporting Arbitration Agreements That Bar Employee Class Actions," *Employers' Lawyers Blog*, June 22, 2017

"*Colorado Employment Law Newsletter*," *Editor, a monthly newsletter on Colorado employment law issues*, 2017-2019

"EEOC Fails to Convince Colorado Jury of Religious Discrimination By DIA Ground Services Company," *Business and Legal Resources, Inc.*, May 2016

"Muslim Teacher May Proceed With Hostile Work Environment Claim Based on National Origin," *Business and Legal Resources, Inc.*, March 2016

"Unlimited Vacation Policy: Is It Right For Your Company?," *Employers' Lawyers Blog*, Co-Author, November 2015

"2016 Colorado Minimum Wage Going Up to \$8.31 Per Hour," *Employers' Lawyers Blog*, 11/4/2015

"Colorado's Parental Leave For Academic Activities Ended September 1," *Employers' Lawyers Blog*, September 2015

"Colorado Legislators Fail to Pass New Employment Laws in 2015," *Employers' Lawyers Blog*, May 2015

"All Sizzle, No Steak: Colorado Legislators Fail to Beef Up Employment Protections," *BLR Colorado Employment Law Letter*, May 2015

## **SPEAKING ENGAGEMENTS**

"Defending and Mediating Sexual Harassment Claims in the MeToo Era," *Colorado Defense Lawyers Association CLE*, May 16, 2019

"Managing Leaves, Accommodations, and Terminations," *2018 Holland & Hart Employment Law Update*, September 13, 2018

"Marijuana and HR in the Changing Landscapes," *CUNA HR Compliance Certification School*, July 29, 2018

"Government & Civil Rights/Employment - Free Speech in the Workplace," *Colorado Defense Lawyers Association Annual Conference*, July 28, 2018

"Legalization of Marijuana: Are you Ready?," *Employment Law Alliance, Montreal, Canada*, November 21, 2017

"Tricky Accommodation Issues," *Holland & Hart Employment Law Update*,  
*Co-presenter*, 2016

### **RECOGNITION**

- *The Best Lawyers in America*® Litigation - Labor and Employment, 2019, 2020

### **PROFESSIONAL AND CIVIC AFFILIATIONS**

- Colorado Bar Association, Member
- American Bar Association, Member
- Faculty of Federal Advocates, Board Member
- Children's Garden Montessori, Board Member