



Little V. West

Of Counsel

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Little V. West counsels new and established businesses on development and implementation of best practices to comply with labor and employment laws and regulations.

PRACTICES

Labor and Employment
 HR Counseling, Compliance, and Risk Management
 Employment Litigation and Class Actions
 Discrimination, Harassment, Retaliation, and Litigation
 Wage and Hour
 Commercial Litigation
 Government Affairs
 Healthcare Law

EDUCATION

University of North Carolina, J.D., 2005
 With Honors
North Carolina Law Review, Articles Editor
 North Carolina State University, B.S., 2002
 Aubrey L. Brooks Scholar
 John T. Caldwell Fellow
 Deborah S. Moore Service Award
 Phi Eta Sigma National Honor Society
 Pi Sigma Alpha National Honor Society

BAR ADMISSIONS

New Mexico

COURT ADMISSIONS

U.S. Court of Appeals for the Tenth Circuit
 U.S. District Court for the District of New Mexico

When issues evolve into disputes before administrative agencies or courts, Little effectively guides clients through dispute resolution or litigation. Clients benefit from Little's previous experience representing employees, allowing him to understand the other side and predict how situations may play out. Little also has experience representing clients on the PEO joint-employer relationship.

Little has experience representing health care providers, particularly with matters involving allegations of drug use, testing, retaliation, mental capacity, and fraud.

Little also represents clients as a government affairs advocate, helping clients to achieve their goals from a policy perspective.

Prior to joining Holland & Hart, Little was an associate at a Santa Fe based law firm. Before beginning to practice, he clerked for the Hon. Terrence L. O'Brien of the United States Court of Appeals for the Tenth Circuit and the Hon. Bruce D. Black of the United States District Court for the District of New Mexico.

EXPERIENCE

HR Counseling, Compliance, and Risk Management

Health Law Counseling, Compliance, and Risk Management

Non-Competes, Trade Secrets and Unfair Competition

Discrimination, Harassment, Retaliation

Employment Litigation and Class Actions

- Administrative proceedings (EEOC and state civil rights commissions)
- Appeals from administrative agency and court decisions

Commercial Litigation

- Construction and Design Litigation
- Bankruptcy and Creditors Rights Litigation
- Real Estate Litigation

Government Affairs

CLIENT RESULTS

Commercial Litigation

Represented state agencies and officials in litigation matters.

Represented health care providers and related organization in litigation matters.

HR Counseling, Compliance, and Risk Management

Advised rural electrical operatives on general counseling about employment best practices and general regulatory compliance.

Train human resource professionals on federal and state discrimination laws and Obligations under the Fair Labor Standards Act.

Represented higher education entities as general counsel.

PUBLICATIONS

"[CMS Issues Final Rule on Price Transparency by Healthcare Facilities](#)," *Holland & Hart News Update*, Co-Author, 11/25/2019

"Chambers: Colorado Employment Law and Practice Guide," *Chambers Global Practice Guide: USA Regional Employment, Second Edition*, Co-Author, 10/29/19

"[Federal and New Mexico Surprise Billing Protections](#)," *Holland & Hart News Update*, Co-Author, 10/16/2019

"Shifting the Risks of Employer's Economic Loss Resulting from Employee Injury: Keyperson Insurance in New Mexico," *DRI Life, Health, and Disability Committee News*, 09/19/2019

"[2019 New Mexico Legislative Update: What All Healthcare Providers Should Know](#)," *Holland & Hart News Update*, 06/28/2019

"[Commentary: What's up in New Mexico workplace law](#)," *Santa Fe New Mexican*, June 1, 2019

"[New Mexico Government Affairs 2018 Election Update](#)," *Holland & Hart News Update*, 12/11/2018

"[Everything startups need to know about employment law](#)," *Santa Fe New Mexican*, March 6, 2018

"[EEOC Reveals Its Strategy For Upcoming Years; Will Review Public Comments](#)," *Employers' Lawyers Blog*, January 11, 2018

"[Commentary: Governor considers Legislature's employment bills](#)," *Santa Fe New Mexican*, April 3, 2017

"[Commentary: Legislature considers significant employment bills](#)," *Santa*

Fe New Mexican, February 19, 2017

"New Mexico Legislature Considers Significant Employment Bills," *Employers' Lawyers Blog*, January 24, 2017

"National Origin Discrimination Checklist," *Employers' Lawyers Blog*, January 18, 2017

"Medical Marijuana Need Not Be Accommodated by New Mexico Employers," *Employers' Lawyers Blog*, February 2016

SPEAKING ENGAGEMENTS

"Employment Law Changes All Business Owners Need To Know," *Santa Fe and Northern New Mexico SCORE*, June 13, 2019

"Understanding the EEOC Strategic Plan for 2018-2022," *Lorman Education Services*, October 25, 2018

"#MeToo: Helpful Insights for Employers," 10/17/2018

"EEOC Charge Conciliation: Navigating On-Site Investigations, EEOC Conferences, Settlement Negotiations," *Co-Presenter, Strafford Webinar*, August 17, 2017

"The Sherlock Method of Employee Management: Observation, Investigation, Collaboration, Termination and Documentation," July and August 2016

"Documentation, Terminations and More," *Client Training*, June 2016

"Handling Hiring Headaches: From Interviews and Background Checks to Offer Letters," *Holland & Hart Employment Law Update*, May 2016

RECOGNITION

- The National Black Lawyers Top 100

PROFESSIONAL AND CIVIC AFFILIATIONS

- American Bar Association, Member
- New Mexico Bar Association, Member
- Santa Fe Amateur Radio Emergency Service, Member
- SCORE Volunteer
- North Carolina Commission on Volunteerism and Community Service, Commissioner, 2000-2006
- Santa Fe Interfaith Homeless Shelter, Board Member and Team Leader, 2009-2011
- Breast Cancer Resource Center, Board Member, 2009-2014
- Boy Scouts of America, Assistant Scoutmaster, 2015