



Brit (Brittany) Merrill

Associate

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Brit Merrill develops close working relationship with clients to proactively address and resolve issues with the goal of avoiding or minimizing liability and costs.

PRACTICES

Labor and Employment
 Discrimination, Harassment, Retaliation, and Litigation
 HR Counseling, Compliance, and Risk Management
 Employment Litigation and Class Actions
 Immigration
 Healthcare Law

INDUSTRIES

Healthcare

EDUCATION

University of Utah S.J. Quinney College of Law, J.D., 2016

Westminster College, M.A., 2013

University of Utah, B.S., 2007

BAR ADMISSIONS

Utah

COURT ADMISSIONS

United States District Court for the District of Utah

U.S. Court of Appeals for the Tenth Circuit

Brit provides strategic legal counsel and risk management advice to clients on a wide variety of employment matters, including compensation, performance management, separations, leaves of absence, discrimination, harassment, diversity and inclusion, workplace privacy, wage and hour compliance, restrictive covenants, reasonable accommodations, and employee classification.

Brit drafts and reviews employment, separation, severance, confidentiality, and settlement agreements; conducts and advises clients on workplace investigations of allegations of employee misconduct; prepares and updates employee handbooks and related policies, procedures, and guidelines; and monitors and assesses the impact of employment law developments and enforcement trends at the federal, state, and local levels.

When disputes cannot be resolved through counseling and negotiation, Brit effectively advocates for clients in state and federal court and before administrative agencies. Clients benefit from Brit's experience in negotiation, communication, and strategic planning skills developed through ten years of working as a community organizer in the non-profit sector.

Before joining Holland & Hart, Brit worked with a large Utah-based law firm where her practice included commercial litigation, employment law, and immigration law. After graduating from law school, Brit gained experience as a law clerk in the U.S. District Court for the District of Utah. Brit was selected by her peers for inclusion in *Utah Business Magazine's* Utah Legal Elite: "Up & Coming" (2020 and 2021).

EXPERIENCE

Discrimination, Harassment, Retaliation and Litigation

HR Counseling, Compliance, and Risk Management

- Accommodations, Disabilities, and Leaves
- Employment Policies, Handbooks, and Manuals
- Hiring, Discipline, Performance Evaluations, and Terminations
- Investigations

- Wage and Hour, Equal Pay, Compensation, and Benefits

Employment Litigation and Class Actions

Immigration

PUBLICATIONS

"What Contractors Need to Know about E.O. 13950, Combating Race and Sex Stereotyping," *Holland & Hart News Update*, Co-Author, 10/22/2020

"Communicating with Employees About a Positive COVID-19 Case in the Workplace," *Holland & Hart Legal Insights*, 07/22/2020

"Utah Legislation Shields Employers and Businesses from COVID-19 Civil Lawsuits," *Holland & Hart News Update*, Co-Author, 05/14/2020

"Healthcare Employers and the Families First Coronavirus Response Act," *Holland & Hart News Update*, Co-Author, 03/20/2020

"Families First Coronavirus Response Act Expands FMLA Coverage and Requires Emergency Paid Sick Leave," *Holland & Hart News Update*, Co-Author, 03/19/2020

"Employment: North America: USA (Utah)," *Lexology GTDT*, Co-Author, March 2020

"Raising the Bar: America Celebrates 150 Years of Women Lawyers (Utah section)," *National Conference of Women's Bar Associations*, 2019

"Women in the Law: Refreshing our Collective Memory," *Utah Bar Journal*, November/December 2017

SPEAKING ENGAGEMENTS

"How Do We (Re)build Careers for Working Parents in Utah Post-pandemic?," *Utah Business Magazine Webinar*, Panelist, 03/24/2021

"COVID Vaccine: How Employers Can Prepare," *Association of Corporate Counsel Mountain West Chapter Webinar*, Co-Presenter, 02/03/2021

"Ethics and Civility," *Panelist, Holland & Hart's 2019 Utah Employment Law Seminar*, October 2019

"Utah and Federal Law Updates," *Holland & Hart's 2019 Utah Employment Law Seminar*, 10/24/2019

RECOGNITION

- Best Lawyers: Ones To Watch, Labor and Employment Law - Management; Litigation - Labor and Employment, 2022
- *Utah Business Magazine*, Utah Legal Elite, Up & Coming, 2020-2021

PROFESSIONAL AND CIVIC AFFILIATIONS

- Utah State Bar Leadership Academy, Fellow, Class of 2017
- Women Lawyers of Utah
 - Board Member, 2015-present
 - Historian Chair, 2016-present
 - Judicial Nominating Committee, Member, 2017-present
- Salt Lake County Bar Association, Member
- Utah Minority Bar Association, Member
- Young Lawyers Division, Member
- American Bar Association, Member
- Federal Bar Association, Member