



## David Crockett

Associate

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**David counsels employers in a wide range of labor and employment matters in both state and federal courts and agencies.**

David's experience includes assisting employers on managing their workforce by providing counsel on various employment issues helping them to remain compliant with state and federal employment laws. David has also successfully litigated cases involving discrimination, harassment, retaliation, wrongful discharge and wage and hour claims.

Before joining Holland & Hart, David previously practiced in California for two Am Law 200 firms and served as a judicial extern for Judge David Sam of the U.S. District Court for the District of Utah.

### PRACTICES

Labor and Employment

### EDUCATION

University of Virginia School of Law, J.D., 2017

*Virginia Journal of International Law*, Senior Editor

Brigham Young University, B.A., 2013

*Brigham Young University Prelaw Review*, Editorial Board

### BAR ADMISSIONS

California  
Utah

### COURT ADMISSIONS

U.S. District Court for the District of Utah

U.S. District Court for the Central District of California

U.S. District Court for the Northern District of California

U.S. District Court for the Eastern District of California

U.S. District Court for the Southern District of California

### EXPERIENCE

#### Employment Litigation

- Class / Collective Actions
- Discrimination, Harassment, and Retaliation (federal / state / local law)
- Breach of Contract
- Employment-related Torts
- Defamation
- Wrongful Discharge / Whistleblower
- HR Counseling, Compliance, and Risk Management
- Accommodations, Disabilities, Leaves
- Employment Policies, Handbooks, and Manuals
- Executive Compensation and Employment Contracts
- Employment / Severance Agreements
- Employee Misconduct
- Hiring, Discipline, Performance Evaluations, and Terminations
- Internal Investigations
- OSHA, Workplace Safety, and Emergency Response
- Pay Practices and Independent Contractors
- Policy Violations
- Workplace Privacy and Data Security

#### Unfair Competition

- Noncompete and Restrictive Covenant Agreements
- Trade Secret Protection / Enforcement

#### **Union Issues**

- Determining Bargaining Units
- Grievances and Arbitrations
- Responding to Strikes and Picketing
- Union Elections
- Unfair Labor Practice Charges (ULPs)

#### **Wage and Hour Compliance**

- Audits
- Contractor Classification
- Policies and Procedures
- Response to Government Investigations
- PAGA Claims