Holland & Hart

PRACTICES

Employment and Labor
Labor and Management Relations
Employment Litigation
Discrimination and Harassment
Trade Secrets and Non-Competes
Wage and Hour
Disabilities and Leaves

INDUSTRIES

Mining
Aerospace and Defense
Construction and Development
Financial Institutions
Food, Beverage, and Consumer Products
Energy and Resources
Healthcare
Technology

EDUCATION

The Ohio State University, B.S., 1974
Scholar Athlete Award Winner
Rose Bowl

University of Toledo, J.D., 1977
Valedictorian
Editor, Law Review

BAR ADMISSIONS

Colorado
Ohio

John Husband

Senior Partner

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John develops employment and labor solutions to help companies maintain compliance with federal and state laws regulating the employment relationship.

He counsels Fortune 500 companies and small businesses alike on matters including wrongful discharge, equal opportunity, trade secrets and covenants not to compete, wage and hour, privacy, disability, occupational safety, affirmative action and collective action, strikes, unions, and collective bargaining.

John has tried cases in 20 states and been lead counsel in over 300 adversarial proceedings, trials, major arbitrations, or administrative actions that have been tried to conclusion. Many of these cases have set precedent under Colorado and federal law. He has extensive class and collective action experience and has successfully defended nationwide claims for highly recognizable companies.

John speaks frequently at seminars on fair employment and labor relations, and has provided training to over 30,000 professionals on a wide variety of employment and labor-related topics, including:

- Recent Developments in Employment Law
- The ADEA, FMLA, and Workers Compensation
- Sexual Harassment
- Wage and Hour Litigation
- Class and Collective Actions
- Handling Retaliation Charges
- Union Election Law
- Trade Secret and Confidential Information
- Covenants Not to Compete Law
- The Fair Labor Standards Act

John graduated first in his law school class, and before joining Holland & Hart, completed a clerkship with the Honorable Robert H. McWilliams, U.S. Tenth Circuit Court of Appeals.

EXPERIENCE

- Tried cases in 20 states and been lead counsel in over 300 adversarial proceedings, trials, major arbitrations or administrative actions that have been tried to conclusion.

- Successfully handled Union decertification votes for major employers.
- Successfully handled numerous elections that resulted in the defeat of formation of unions throughout the United States.
- Successfully conciliated with the EEOC on nationwide class of bottling facilities.
- Successfully represented many major law firms in disputes with partner expulsion, claims of discrimination and equal pay matters.
- Successfully represented numerous national and regional companies against class and collective action claims involving the Fair Labor Standards Act and state statutes.
- Successfully defeated numerous nationwide company-wide and division wide class claims of race, national origin and sex discrimination for Fortune 500 companies and other companies of all sizes.
- Successfully resolved hundreds of claims before the EEOC and state agencies alleging discrimination for employers of all sizes.
- Successfully litigated issues including discrimination, employment at-will, trade secrets, covenants not to compete, wage claims, breach of contract, theft of confidential information and employment related torts.
- Successfully represented management in a nationwide practice in traditional labor law including a variety of industries, including airlines, transportation, manufacturing, refining, mining, construction, warehousing, health care, grocery, real estate, non-profits, and professional services. His experience includes labor negotiations, arbitrations, labor litigation, contract interpretation, handling unfair labor practice proceedings and investigations at the national Labor Relations Board and union elections and conduct. His experience includes strike preparation, engaging in illegal strike activity and assisting clients in all issues related to strike activity.

PUBLICATIONS

"Supreme Court Resolves Circuit Split in Reverse Discrimination Cases," *Colorado Lawyer*, January/February 2026

RECOGNITION

- Volunteers of America Colorado, PCC Presidential Award
- Volunteers of America Colorado, VOA Colorado Partner Award, 2024
- Inducted into The College of Labor and Employment Lawyers
- *The Best Lawyers in America*® Lawyer of the Year, Labor Law – Management – Denver, 2014, 2025
- *The Best Lawyers in America*® Lawyer of the Year, Employment

Law – Management – Denver, 2013, 2015

- *The Best Lawyers in America®,* Employment Law – Management, Labor Law – Management, Litigation – Labor and Employment, 1987-2027
- *Business Today*, Top 10 Pioneering Labor & Employment Lawyers in Colorado, 2023
- Colorado Super Lawyers®, Employment & Labor, 2006-2026
- Colorado Super Lawyers®, "Top 50 Lawyers," 2008-2011
- Colorado Super Lawyers®, "Top 100 Lawyers," 2012-2020
- Colorado Super Lawyers®, "Top 10 Lawyers," 2015
- *Chambers USA*, Labor & Employment, 2011-2024, Eminent Practitioner, 2025, 2026
- *Benchmark Labor & Employment*, Labor and Employment Star West, 2019-2024
- Martindale-Hubbell®, AV Preeminent® Rating, 1988–present; AV Preeminent® 25th Anniversary, 2013
- Lexology Index: Thought Leaders USA, 2027
- *InterContinental Finance Magazine*, one of the top Leading Lawyers in the world, 2013, 2014
- *Euromoney Guide to the World's Leading Labour and Employment Lawyers*
- *The International Bar Association, Who's Who of Management Labor and Employment Lawyers*
- *Who's Who Legal: Management Labour & Employment*, 2014, 2019
- Denver Business Journal, Best of the Bar, 2006
- *Who's Who in America*
- *Who's Who in Business*
- *Who's Who in the World*

PROFESSIONAL AND CIVIC AFFILIATIONS

- American Bar Association Employee Rights and Responsibilities Committee
    - Publications Committee, Past Co-Chair
    - Covenants Not To Compete Committee, Past Co-Chair
    - Class Action Committee, Past Co-Chair
    - Complex Litigation Committee, Past Co-Chair
    - Management Advisory Committee
- BLR and Employers Counsel Network
    - Editor, Colorado Employment Law Editor
    - Editor, Western States Employment Law Letter
    - Presenter and Mediator of over 20 national and Colorado

seminars on numerous topics including labor and employment law

- NLRB, Past Management Chair of Region 31, Practices and Procedures Committee
- Colorado Safety Association, Past Officer and Director
- Terralex
    - Board of Directors
    - Vice-Chairman of Board of Directors
    - Executive Committee Member
    - Vice-Chairman for North American
    - Past Chairman of the Managing Partners Roundtable
    - Past Chair – Practice Groups
- BowMar Owners, Inc., Board Member
- American Employment Law Council (AELC), Member
- Denver Historic Four Mile House, Board of Directors
- Leadership Denver, Member and Graduate
- Denver Chamber of Commerce Leadership Exchange Program, Participant to Portland, Minneapolis, Austin, and San Diego