



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 employment and labor laws and regulations.

When issues evolve into disputes before administrative agencies or courts, Little effectively guides clients through dispute resolution or litigation, and represents clients as a government affairs advocate, helping clients to achieve their goals from a policy perspective.

Little has experience representing health care providers, particularly with matters involving allegations of drug use, testing, retaliation, mental capacity, and fraud. He also has experience engaging elected and appointed leaders in the executive and legislative arenas in New Mexico representing the energy, financial, cannabis, and film industries.

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.

PRACTICES

Employment and Labor
Wage and Hour
State Government Affairs
Discrimination and Harassment
Employment Litigation
Trade Secrets and Non-Competes
Disabilities and Leaves

INDUSTRIES

Healthcare
Mining
Cannabis and Psychedelics
Energy and Resources
Financial Institutions

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

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

"Employment: North America, USA New Mexico 2024," *Lexology Panoramic*, August 23, 2024

"FTC Bans Noncompetes," *Employment Law Update*, April 23, 2024

"Employment: North America, USA New Mexico 2023," *Lexology Getting the Deal Through*, September 29, 2023

"DEI after SCOTUS University Admissions Decision," *Holland & Hart Client Alert*, July 11, 2023

"Employment: North America, USA - New Mexico," *Lexology GTDT - Employment: North America*, October 11, 2022

BLOG POSTS

"Algorithmic Accountability: The Next Frontier in Employment Law?," *Employers' Lawyers Blog*, August 22, 2024

"FTC Bans Noncompetes," *Employers' Lawyers Blog*, April 24, 2024

PROFESSIONAL AND CIVIC AFFILIATIONS

- American Bar Association, Member
- New Mexico Bar Association, Member
- Martin Luther King, Jr. New Mexico State Commission, Chairman
- The National Black Lawyers Top 100, 2017-present
- 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