



Laurie Rogers

Of Counsel

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Laurie represents local and national clients in all matters of employment law, defending employers in the courtroom, before administrative agencies, and in the ADR process.

Laurie also advises employers of all sizes on HR issues from hiring to termination, and provides training for management and staff on compliance with state and federal laws.

With more than 15 years of experience as a business owner, manager, and consultant, Laurie brings strong business acumen to her practice, as well as real-world insight that can help employers quickly and effectively resolve workplace issues, ensuring their employment decisions are motivated by legitimate business decisions.

Her expertise includes HR counseling and federal and state legal compliance, including matters related to wage and hour laws, Title VII, ADA, ADEA, FLSA, FMLA, and their state law counterparts. In addition, Laurie manages and conducts grievance arbitration.

PRACTICES

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

EDUCATION

University of Wyoming College of Law,
J.D. , 2015
With Honors

University of California at Santa Barbara,
B.A., 1990

BAR ADMISSIONS

Colorado
Wyoming

COURT ADMISSIONS

USDC District of Wyoming
USDC District of Colorado
Federal Court of Appeals for the Tenth
Circuit

CLIENT RESULTS

Obtained summary judgment in state court for an employer in a wrongful termination in violation of public policy case

Obtained dismissal of "Serious" OSHA citations for a national client.

Facilitated settlement of discrimination and wrongful termination cases for various local and national employers, often with no compensation to Complainant.

Lead counsel in obtaining summary judgment in federal court for a national retail employer in ADA and age discrimination case.

Obtained summary judgment in state court for a healthcare organization in a tortious interference with contract case.

Obtained summary judgment for a national healthcare employer in federal court in an ADA discrimination and FMLA retaliation case.

PUBLICATIONS

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

"How To Support an Employee Going Through a Gender Transition,"

Employers' Lawyers Blog, April 7, 2023

"States That Still Require Paid Sick Leave for COVID-19," *Employers' Lawyers Blog*, March 31, 2023

"Employment: North America, USA - Wyoming," *Lexology GTDT - Employment: North America*, 10/11/2022

"Employment: North America, USA - New Mexico," *Lexology GTDT - Employment: North America*, 10/11/2022

"Colorado Clarifies Employers' Obligation to Provide Public Health Emergency Leave in 2021," *Employers' Lawyers Blog*, 06/15/2021

"Update Handbook, Policies to Include Sexual Orientation and Gender Identity," *HR Daily Advisor*, 04/13/2021

"New Department of Labor Proposed Rule Makes It Easier to Classify Workers as Independent Contractors under the Fair Labor Standards Act," *Holland & Hart News Update*, 09/23/2020

"Traditional 'Use-It-Or-Lose-It' Vacation Policies Barred in Colorado-- At Least For Now," *Employers' Lawyers Blog*, 07/10/2020

"Paycheck Protection Program: Eligibility and Affiliation Rules ," *Holland & Hart News Update*, 04/09/2020

"CARES Act Update: How the \$2.2 Trillion Relief Impacts Businesses and Employers," *Holland & Hart News Update*, 03/27/2020

"RELIEF FOR SMALL BUSINESSES: Paycheck Protection/Economic Injury Disaster," *Holland & Hart News Update*, 03/27/2020

"New Overtime Rule Raises Annual Salary Threshold to \$35,568," *Holland & Hart News Update*, 09/25/2019

BLOG POSTS

"How to Address Damage to Company or Customer Property," *Employers' Lawyers Blog*, September 12, 2023

"EEOC Proposed Regulations to Implement Pregnant Workers Fairness Act," *Employers' Lawyers Blog*, September 08, 2023

"How to Support an Employee Going Through a Gender Transition," *Employers' Lawyers Blog*, April 07, 2023

"States That Still Require Paid Sick Leave for COVID-19," *Employers' Lawyers Blog*, March 31, 2023

SPEAKING ENGAGEMENTS

"Employment Laws and Trends," *Holland & Hart Health Law Compliance Webinar Series*, 02/25/2021

"It's Time to Go: Managing Employee Separation | Webinar with ACC," *Holland & Hart and Association of Corporate Counsel Colorado Chapter (ACC) Webinar*, 02/18/2021

"COVID-19 Legal Issues for Employers," *Wyoming Business Council Webinar*, April 21, 2020

"The Gender Pay Gap in Wyoming," *Laramie County SHRM*, November 2019

RECOGNITION

- *Chambers USA*, Labor & Employment, Associate to Watch, 2022, 2023
- *Best Lawyers: Ones to Watch® in America*, Labor and Employment Law - Management, 2022-2024

PROFESSIONAL AND CIVIC AFFILIATIONS

- Wyoming State Bar Association, Member
- Defense Lawyers Association of Wyoming, Member
- Laramie County Bar Association, Member
- Leadership Cheyenne, Graduate, 2019
- University of Wyoming Summer Trial Institute, Instructor, 2018-2019
- Larimer County Women Give, Founding Member, 2006-2021