## Holland & Hart



#### **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

# Laurie Rogers

Partner

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Laurie helps employers of all sizes develop effective solutions to workplace issues.

Laurie advises local and national clients on a broad range of employment disputes, defending them in the courtroom, before administrative agencies, and in arbitration proceedings. She counsels employers on matters involving Title VII, age and disability discrimination, non-compete covenants, and wage and hour issues.

In addition to daily counsel and advice, Laurie works with small businesses and large national companies alike to provide training for management and staff on compliance with state and federal laws.

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

## **EXPERIENCE**

## **Employment Litigation**

- Discrimination, Harassment, and Retaliation (federal / state / local law)
- Breach of Contract
- Employment-related Torts
- 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
- Pay Practices and Independent Contractors
- Policy Violations



## **Unfair Competition**

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

#### Labor Issues

Grievances and Arbitrations

## Wage and Hour Compliance

- Audits
- Contractor and Exemption-Status Classification
- Policies and Procedures
- Response to Government Investigations

## **CLIENT RESULTS**

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

Obtained summary judgment in federal court for a national home improvement retailer client in an ADA and ADEA discrimination case.

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

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 or minimal compensation to Complainant.

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

"Employment: North America, USA - Wyoming," Lexology GTDT - Employment: North America, October 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

## **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

"The Federal Family and Medical Leave Act (FMLA) and Its Implications for US Employers," *Employment Law Alliance Employment Matters Podcast #635*, November 26, 2024

"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

## RECOGNITION

- Chambers USA, Labor & Employment, Associate to Watch, 2022-2025
- Best Lawyers: Ones to Watch® in America, Labor and Employment Law - Management, 2022-2026

## PROFESSIONAL AND CIVIC AFFILIATIONS

- Wyoming State Bar Association, Member
- Colorado State Bar Association, Member
- Defense Lawyers Association of Wyoming, Member
- Laramie County Bar Association, Member
- Larimer County Women Give, Founding Member, 2006-Present