



Juan Obregon

Of Counsel

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Juan counsels employers on workforce management issues and helps clients resolve disputes and mitigate risk.

Juan represents employers in disputes involving claims of discrimination, retaliation, wrongful discharge, and other employment-related matters, including non-compete agreements and wage-based claims. He also has experience litigating ERISA claims, and frequently provides advice and counsel on wage and hour issues, independent contractor issues, and non-compete agreements. Juan represents clients in state and federal court and before administrative agencies, and has extensive class action experience in the wage and hour and independent contractor space. In addition to his employment-related work, Juan arbitrates labor grievances, defends unfair labor practice charges, negotiates collective bargaining agreements, and counsels employers on traditional labor law matters.

Before joining Holland & Hart, Juan practiced employment law at a national labor and employment firm in Denver and at a commercial litigation firm in New Orleans. Juan is originally from Buenos Aires, Argentina and is fluent in Spanish.

PRACTICES

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

EDUCATION

Tulane University Law School, J.D., 2013
The Sports Law Journal, Managing Editor
Appalachian State University, B.A., 2009

BAR ADMISSIONS

Colorado
Louisiana
Texas

COURT ADMISSIONS

U.S. Court of Appeals for the Fifth Circuit
U.S. District Court for Colorado
U.S. District Courts for the Districts of Louisiana
U.S. District Court for the Western District of Michigan

EXPERIENCE

Employment Litigation

- Class / Collective Actions
- Discrimination, Harassment, and Retaliation (federal / state / local law)
- Breach of Contract

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

Wage and Hour Compliance

- Audits
- Contractor Classification
- Policies and Procedures

Union Issues

- Determining Bargaining Units
- Grievances and Arbitrations
- Negotiating Collective Bargaining Agreements
- Unfair Labor Practice Charges (ULPs)

PUBLICATIONS

"Can an Employee be Required to Sign a Noncompete Agreement Before they Receive their Final Paycheck?," *Employers' Lawyers Blog*, 12/05/2022

"New Guidance on Bonuses and Commissions May Cause Headaches for Employers," *Employers' Lawyers Blog*, 12/01/2022

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

"Colorado Employment Law Letter," *Editor, published monthly by Business and Legal Resources, Inc.*

SPEAKING ENGAGEMENTS

"Noncompete Agreements," *Holland & Hart Colorado Employment Law Update*, 10/12/2022

"That's a Doobie of an Employment Issue," *Holland & Hart Cannabis Law Higher Learning Seminar*

RECOGNITION

- *Best Lawyers: Ones to Watch in America*®, Labor and Employment Law - Employee, 2021-2024
- *Best Lawyers: Ones to Watch in America*®, Labor and Employment Law - Management, 2024
- Colorado Super Lawyers® Rising Stars, Employment Litigation: Defense, 2022, 2023
- Louisiana Super Lawyers® Rising Stars, Transportation/Maritime, 2018; Employment Litigation: Defense, 2019, 2020; Employee Benefits, 2021

PROFESSIONAL AND CIVIC AFFILIATIONS

- Colorado Bar Association, Labor Employment Law Section, Treasurer, 2022-2023, Member
- TerraLex Leadership Program, 2023