



## Juan Obregon

Partner

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

### PRACTICES

Employment and Labor  
Business Litigation

### 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

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 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 work as an employment lawyer, Juan has developed a nationwide practice in traditional labor law representing management in a variety of industries, including manufacturing, transportation, airlines, mining, construction, warehousing, medical, and grocery. His experience includes labor negotiations and collective bargaining, significant labor arbitrations, labor litigation, and contract interpretation under the National Labor Relations Act and the Railway Labor Act.

Before joining Holland & Hart, Juan practiced employment law at an AM Law 100 firm in Denver and at a commercial litigation firm in New Orleans. Juan is originally from Buenos Aires, Argentina, and is bilingual in Spanish.

### 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*, October 11, 2022

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

## SPEAKING ENGAGEMENTS

"Colorado Legislative Update," Presenter, *Holland & Hart 2025 Employment Law Update*, April 9, 2025

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

"That's a Doobie of an Employment Issue," *Holland & Hart Cannabis Law Higher Learning Seminar*, April 19, 2022

## RECOGNITION

- *Best Lawyers: Ones to Watch® in America*, Labor and Employment Law - Employee, 2021-2025
- *Best Lawyers: Ones to Watch® in America*, Labor and Employment Law - Management, 2024, 2025
- 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