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

Representative Matters

Co-lead trial counsel in federal court action defending claim by union alleging breach of collective bargaining agreement; after six-day bench trial, the court agreed with defense position that the claims were subject to arbitration.

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 - Wyoming," *Lexology GTDT -*

Employment: North America, October 11, 2022

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

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

RECOGNITION

- *Chambers USA*, Labor & Employment, Associate to Watch, 2022-2026
- *Best Lawyers: Ones to Watch® in America*, Labor and Employment Law - Management, 2022-2027
- Colorado Super Lawyers® Rising Stars, Employment & Labor, 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