



Allie Bachman

Associate

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Allie brings experience representing both employees and employers, giving her a well-rounded perspective on how employment disputes develop, advance, and resolve.

Allie represents employers in labor and employment matters, helping companies navigate workplace disputes, regulatory compliance, and employment litigation. She takes time to understand clients' business objectives, delivering practical, business-oriented counsel that helps companies resolve complex employment challenges efficiently.

Allie's background in crisis management and investigations — including congressional oversight inquiries, internal investigations, and government-facing matters — gives her insight in high-stakes employment situations requiring strategic coordination across legal and business teams, helping clients respond decisively while managing risk and protecting their reputation.

Prior to law school, Allie served as a paralegal at a plaintiff-side employment law firm. During law school, she worked as a judicial extern to Chief Justice Monica M. Márquez of the Colorado Supreme Court and Judge Regina M. Rodriguez of the US District Court for the District of Colorado. Before joining Holland & Hart, Allie was an associate at WilmerHale.

PRACTICES

Employment and Labor

EDUCATION

University of Colorado Law School, J.D., 2025

University of Colorado Law Review,
Consulting Editor

University of Colorado, B.A., 2020
summa cum laude

BAR ADMISSIONS

Colorado

EXPERIENCE

Employment Litigation

- Class / Collective Actions
- Discrimination, Harassment, and Retaliation (federal / state / local law)
- Breach of Contract
- Employment-related Torts
- Defamation
- 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
- OSHA, Workplace Safety, and Emergency Response
- Pay Practices and Independent Contractors
- Policy Violations
- Workplace Privacy and Data Security

Unfair Competition

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

Union Issues

- Determining Bargaining Units
- Grievances and Arbitrations
- Negotiating Collective Bargaining Agreements
- Responding to Strikes and Picketing
- Union Elections
- Unfair Labor Practice Charges (ULPs)

Wage and Hour Compliance

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