

# EMPLOYMENT LAW UPDATE

2014

HOLLAND & HART<sup>LLP</sup>



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Navigating Through Real Life HR Challenges

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# Panelists

- **Jeff Johnson, Holland & Hart**
- **Steve Gutierrez, Holland & Hart**
- **Nicole Snyder, Holland & Hart**
- **Brad Williams, Holland & Hart**
- **Tracy Tobin, The Integer Group**
- **Debbie Norris, Merrick & Company**



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# Scenario One

- Janelle Williams hired in customer service
- Mack Brady is her supervisor
  - Twice rubbed her shoulders
  - Sent several emails (“you look fine today” and “you have nice legs, you should wear dresses more often”)
  - Leaned up against Ms. Williams and whispered “I can tell it’s been awhile since you’ve been with a good man. I can change that.”



## Scenario Two

- Joe Ohno, long-time equipment repairman at Black Seam Coal Mine
- Reliable and knows his job well
- Falls getting out of the mine elevator while carrying his toolbox
- He cries out “I think my hand is broken!”



**Thank you!**

**QUESTIONS?**

