



Laurie Rogers

Of Counsel

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Laurie helps employers of all sizes develop effective solutions to workplace issues.

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 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

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 - New Mexico," *Lexology GTDT - Employment: North America*, 10/11/2022

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

"Colorado Clarifies Employers' Obligation to Provide Public Health

Emergency Leave in 2021," *Employers' Lawyers Blog*, 06/15/2021

"Update Handbook, Policies to Include Sexual Orientation and Gender Identity," *HR Daily Advisor*, 04/13/2021

"New Department of Labor Proposed Rule Makes It Easier to Classify Workers as Independent Contractors under the Fair Labor Standards Act," *Holland & Hart News Update*, 09/23/2020

"Traditional 'Use-It-Or-Lose-It' Vacation Policies Barred in Colorado-- At Least For Now," *Employers' Lawyers Blog*, 07/10/2020

"Paycheck Protection Program: Eligibility and Affiliation Rules ," *Holland & Hart News Update*, 04/09/2020

"CARES Act Update: How the \$2.2 Trillion Relief Impacts Businesses and Employers," *Holland & Hart News Update*, 03/27/2020

"RELIEF FOR SMALL BUSINESSES: Paycheck Protection/Economic Injury Disaster," *Holland & Hart News Update*, 03/27/2020

"New Overtime Rule Raises Annual Salary Threshold to \$35,568," *Holland & Hart News Update*, 09/25/2019

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

"Employment Laws and Trends," *Holland & Hart Health Law Compliance Webinar Series*, 02/25/2021

"It's Time to Go: Managing Employee Separation | Webinar with ACC," *Holland & Hart and Association of Corporate Counsel Colorado Chapter (ACC) Webinar*, 02/18/2021

"COVID-19 Legal Issues for Employers," *Wyoming Business Council Webinar*, April 21, 2020

"The Gender Pay Gap in Wyoming," *Laramie County SHRM*, November 2019

RECOGNITION

- *Chambers USA*, Labor & Employment, Associate to Watch, 2022, 2023
- *Best Lawyers: Ones to Watch® in America*, Labor and Employment Law - Management, 2022-2024

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