



David Law

Associate

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David helps businesses of all sizes find creative, long-term solutions to complex employment and labor issues.

PRACTICES

Employment and Labor
Discrimination and Harassment
Employment Litigation
Trade Secrets and Non-Competes
Wage and Hour
Disabilities and Leaves

EDUCATION

University of Denver Sturm College of Law, J.D., 2021
Order of the Coif

University of Colorado, Colorado Springs, B.A.
Dean's List
magna cum laude

BAR ADMISSIONS

Colorado

COURT ADMISSIONS

Tenth Circuit Court of Appeals

David particularly enjoys helping employers develop and draft clear, legally grounded policies, procedures, and contracts. He believes that meticulous drafting on the front end can often help employers avoid the hassle and expense of lawsuits down the road.

When lawsuits do arise, David draws upon his past litigation experience to achieve favorable outcomes for his clients. He is an experienced legal writer and has written a number of prevailing briefs in state and federal court cases, including motions to dismiss and to compel arbitration. He has litigated a variety of employment matters, including administrative actions before the Colorado Civil Rights Division, collective actions under the Fair Labor Standards Act (FLSA), and employment contract disputes.

Prior to becoming an attorney, David worked as a claims adjuster for several years, and then as a paralegal for several more. From these experiences, he developed a solid foundation in civil litigation, and gained an appreciation for the importance of effective legal representation.

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
- Pay Practices and Independent Contractors
- Policy Violations

Unfair Competition

- Noncompete and Restrictive Covenant Agreements

Wage and Hour Compliance

- Contractor Classification
- Policies and Procedures

PUBLICATIONS

"Are Your Company's Return To Work Policies ADA Compliant? Let's Review!," *Employers' Lawyers Blog*, October 13, 2023

"POWR Play: Big Changes Ahead for Colorado Antidiscrimination Law," *Employers' Lawyers Blog*, October 10, 2023

"Employment: North America, USA Colorado 2023," *Lexology Getting the Deal Through*, September 29, 2023

"Big Changes to Colorado's Pay Transparency Requirements," *Employers' Lawyers Blog*, August 1, 2023

"Are Employers On The Hook for Hiring Interpreters for Job Candidates?," *Employers' Lawyers Blog*, January 27, 2023

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

"Factors to Consider if You're a Small Employer Conducting Layoffs," *Employers' Lawyers Blog*, August 5, 2022

"Colorado's New Noncompete Law: Four Steps to Enhance Compliance," *Employers' Lawyers Blog*, August 3, 2022

"Big Changes at NLRB: Expansion of Section 7 Rights in 2022," *Employers' Lawyers Blog*, May 13, 2022

"Can Offer Be Pulled if Job Candidate Won't Follow Our Vax-or-Test Policy?," *Mountain States Employment Law Letter*, May 10, 2022

BLOG POSTS

"Are Your Company's Return To Work Policies ADA Compliant? Let's Review!," *Employers' Lawyers Blog*, October 13, 2023

"FMLA and FAMILI Leave," *Employers' Lawyers Blog*, August 04, 2023

"Big Changes to Colorado's Pay Transparency Requirements," *Employers'*

Lawyers Blog, August 01, 2023

"Are Employers On The Hook for Hiring Interpreters for Job Candidates?," *Employers' Lawyers Blog*, January 27, 2023

SPEAKING ENGAGEMENTS

"Colorado's New POWR Act," *21st Annual Mile High SHRM Conference*, February 2, 2024

"Webinar: Employee Rights Under the National Labor Relations Act (NLRA) and What Nonunion Employers Need to Know in 2023," *Mile High Society of Human Resource Managers (SHRM)*, December 15, 2022

"The Status of Restrictive Covenants in Colorado," *Colorado Bar Association (CBA) CLE*, 10/20/22

"Hot Topics in Federal and Colorado Employment Law," *2022 Holland & Hart Colorado Employment Law Update*, October 12, 2022

"Noncompete Agreements: Current State of the Law and Best Practices," *Presentation for a Large Private Equity Firm*, May 26, 2022

"The National Labor Relations Act in the Nonunion Workplace," *Defense Research Institute's (DRI) 2022 Labor Law Bootcamp*, February 9, 2022

"Healthy Family and Workplaces Act (HFWA) Update," *Mile High SHRM Annual HR Conference*, 01/28/2022

PROFESSIONAL AND CIVIC AFFILIATIONS

- Colorado Bar Association, Member