



Leslie Perkins

Associate

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Leslie proactively counsels employers to minimize liability stemming from potential employment disputes.

PRACTICES

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

EDUCATION

University of Georgia School of Law,
J.D., 2020
cum laude

Georgia Law Review, Notes Editor

University of North Georgia, B.A., 2015
summa cum laude

Phi Kappa Phi National Honor Society
Pi Sigma Alpha National Political Science
Honor Society

BAR ADMISSIONS

Georgia
Utah

COURT ADMISSIONS

Court of Appeals for the State of Georgia
United States District Court for the
District of Utah
United States District Court for the
Northern District of Georgia

Mindful that employment disputes can be deeply personal to the employee and employer, Leslie strives to achieve the most sensible solution for her clients whether it is through executing on recommended changes in employment policies, handling administrative charges, or assisting in employment litigation.

Leslie's employment litigation experience includes representing employers before administrative agencies and in both state and federal courts, and defending employers against claims for WARN Act violations, discrimination (including race, sex, disability, and age discrimination), wrongful termination, wage and hour violations, restrictive covenant disputes, and whistleblower retaliation. Leslie also has experience litigating both wage and hour and WARN Act class actions.

Leslie also regularly counsels clients in all of the above listed areas and drafts employee handbooks, PTO and leave policies, employment agreements, and severance agreements.

During law school in Georgia, Leslie worked for several District Attorneys' Offices and for the Criminal Justice Division of the Georgia Attorney General's office where she worked on death row and felony murder cases. Before moving to Utah, Leslie worked at a national employment and labor firm where she provided employment litigation and counseling services to employers.

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
- Workplace Privacy and Data Security

Unfair Competition

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

PUBLICATIONS

"Lessons for Employers: Navigating Return-to-Office Policies and ADA Recordkeeping Compliance," *Employment Law Update*, December 19, 2024

"EEOC Steps Up Enforcement for Pregnant Workers: What Businesses Need to Know About the Pregnant Workers Fairness Act," *Employment Law Update*, October 15, 2024

"Employment: North America, USA Utah 2024," *Lexology Panoramic*, August 23, 2024

"A Tale of Two Rulings: This Week's Conflicting Decisions on the Pregnant Workers Fairness Act," *Employment Law Update*, June 18, 2024

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

BLOG POSTS

"Beyond the Scales: Addressing Weight Bias in the Workplace," *Employers' Lawyers Blog*, February 12, 2024

"Remote Work and Mass Layoffs: A Closer Look at the WARN Act," *Employers' Lawyers Blog*, November 14, 2023

SPEAKING ENGAGEMENTS

"Legal Developments in 2024," *Holland & Hart 2024 Utah Employment Law Seminar*, April 11, 2024

"Terminations and Disciplinary Actions," *Goldman Sachs 10K Small Business Event*, November 2, 2023

"Employment Discrimination Legal Updates," *Rural 9: Health Law Update*,

October 12, 2023

"Terminations and Disciplinary Actions," *Goldman Sachs 10K Small Business Event*, May 23, 2023

"Employee Separation Issues," *Holland & Hart 2023 Employment Law Seminar*, February 21, 2023

"Best Practices for Terminations," *Goldman Sachs 10K Small Business Event*, November 1, 2022

"Employment Dispute Litigation Refresher," *Rural 9: Health Law Update*, October 13, 2022

MEMBERSHIPS AND AFFILIATIONS

- Women Lawyers of Utah
- Georgia Young Lawyers Division
- Utah Young Lawyers Division