

Laurie J. Rust

Shareholder

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Focus Areas

Discrimination and Harassment
Leaves of Absence and Disability Accommodation
Hiring, Performance Management and Termination
Policies, Procedures and Handbooks
Unfair Competition and Trade Secrets
Litigation and Trials
Hospitality

Overview

Laurie J. Rust partners with clients to understand the business, financial, and practical motivations and implications of each matter. Laurie represents employers in state and federal courts and before administrative agencies in matters involving alleged violations of the:

- Fair Labor Standards Act (FLSA)
- Americans with Disabilities Act (ADA)
- Title VII of the Civil Rights Act
- Age Discrimination in Employment Act (ADEA)
- Family Medical Leave Act (FMLA)
- Equal Pay Act (EPA)
- Occupational Safety and Health Act (OSHA)
- Fair Employment and Housing Act (FEHA)
- California Labor Code
- Colorado Wage Act
- Colorado Anti-Discrimination Act (CADA)

She routinely defends companies against employment-related charges and claims before administrative agencies, including the Equal Employment Opportunity Commission, the Colorado Civil Rights Division, the Colorado Department of Labor and Employment, and the California Division of Labor Standards Enforcement.

Laurie provides employment advice and counsel on a wide range of issues, such as hiring, discipline, termination, accommodating disability, wage and hour compliance and audits, federal and state immigration compliance, recreational and medical marijuana, leaves of absence, social media, and trade secrets. In addition, she works with employers to draft employment agreements, employee manuals, severance agreements, and other employment policies and procedures. She regularly provides training on harassment and all aspects of employment law.

A sampling of Laurie's representative experience includes:

- First chair, trial of race discrimination claim for national retailer (complete defense verdict) (May 2019)
- Secured summary judgment on duty to defend under indemnification provision in master services agreement for oil and gas company (January 2019)
- First chair, arbitration of claims for race, national origin, and religious discrimination under the NYCHRL for telecommunications company (complete defense verdict) (August 2018)
- Secured summary judgment on claims for breach of contract, promissory estoppel, retaliation under the NDAA, and unpaid overtime under the Qatari Labor Code for military contractor (January 2018)
- Secured summary judgment in arbitration seeking to enforce covenant not to compete for military contractor (August 2017)
- Secured summary judgment on claims for FLSA retaliation (October 2017)
- First chair, arbitration of breach of contract claim for telecommunication company (complete defense verdict) (March 2017)

Professional and Community Affiliations

- Participant, Colorado General Counsel Group Advisory Program

Education

J.D., University of Colorado, Boulder

B.A., University of Colorado, Boulder, *summa cum laude*

Bar Admissions

Colorado

California

Publications & Press

Colorado Issues Guidance on Accommodations in the Age of COVID-19

Littler Insight

May 27, 2020

Colorado Amends its Safer at Home Order to Permit Employees to Self-Check for COVID-19 Symptoms and to Expand the Categories of Businesses Permitted to Open

Littler ASAP

May 6, 2020

Colorado's "Safer at Home" Order Permits Some Businesses to Reopen with Strict COVID-19 Suppression Measures

Littler Insight

April 29, 2020

Colorado Expands Coverage and Amount of Leave under Health Emergency Leave with Pay (HELP) Rules

Littler ASAP

April 28, 2020

Colorado Enters Its "Safer At Home" Phase of the COVID-19 Pandemic, But Many Municipalities Remain on Lockdown

Littler ASAP

April 25, 2020

Colorado COVID-19 HELP Rules Expand Covered Industries & Uses

Littler ASAP

March 27, 2020

Littler Strengthens Denver Office with the Addition of Shareholder Laurie J. Rust

Littler Press Release

January 25, 2018

Speaking Engagements

Conducting Efficient Remote Investigations in the COVID-19 Era

Denver, CO

May 5, 2021

2020 Rocky Mountain Virtual Employer

November 18, 2020

The Top Ten: Policies Every Colorado Employer Should Have in the COVID Era - Session 5

July 23, 2020

Federal Employment Law Update

2019 Rocky Mountain Employer Conference Denver, CO

October 4, 2019

The CCRD is Alive and Well: An Update on Key Developments, CCRD Investigations, and Current Areas of Focus by the Agency

2019 Rocky Mountain Employer Conference, Denver, CO

October 4, 2019

Conducting Legal Investigations in the Wake of #MeToo

Denver, CO

April 18, 2019

Ethical Issues - Can They Really Do That? Ethical Minefields and How to Dodge Them

Association of Corporate Counsel 12th Annual Ethics Day for In-House Counsel

December 6, 2018

Balancing LGBTQ Issues in an Ever-Evolving Workplace

Rocky Mountain Employer Conference

September 21, 2018

Pay Equity: Public Pushes Gender Equity & Legal Battleground Moves to States

Mile High SHRM

May 31, 2018

Litigating EPLI Claims: A Primer on Key Requirements in Your EPLI Policy and Strategies For Winning Insured Cases

Denver, CO

April 26, 2018

Don't Get Wrecked by the Reckoning: Responding to Harassment in the Age of #MeToo

Association of Corporate Counsel Chief Legal Officer / General Counsel Group

February 2018

Attorney Goes To Jail: When Zealous Representation Goes Too Far

Association of Corporate Counsel and the DBA Young Lawyers Division

June 9, 2017

Equal Pay Claims (Title VII and Equal Pay Act)

Colorado Bar Association Labor and Employment Law Section Conference

April 2016