

## Billie Jo M. Rishheim

Associate

1900 Sixteenth Street  
Suite 800  
Denver, CO 80202  
main: +1 (303) 629-6200  
direct: (303) 362-2822  
fax: +1 (303) 629-0200  
brishheim@littler.com



---

## Overview

Billie Jo M. Rishheim counsels and represents employers in labor and employment law matters. Billie Jo assists businesses of all different sizes in navigating workplace issues such as discrimination, retaliation, and harassment claims, wage and hour class actions, workplace violence protective proceedings, and executive compensation. Billie Jo also has the experience of assisting businesses to defend against Uniformed Services Employment and Reemployment Rights Act (USERRA) claims. Outside of litigation, Billie Jo is skilled in assisting clients with several different varieties of employment contracting, including separation, unfair competition and proprietary rights, executive compensation, tax equalization, and merger agreements. Further, Billie Jo has extensive experience assisting businesses with reductions in force, with knowledge of both the federal Worker Adjustment and Retraining Notification Act (WARN) and state analogs, and the Older Workers Benefit Protection Act (OWBPA).

Before joining Littler, she clerked and externed for Justice Bronson D. James of the Oregon Supreme Court.

Billie Jo has an Intellectual Property Certification from the University of Oregon Law School. She was an executive editor of the *Oregon Law Review*, and recipient of the Oregon Law Review Maxine Lee Award for Editorial Excellence. Billie Jo's background in biochemistry affords her a distinctive ability in understanding businesses' technical and scientific offerings, aiding her capability to counsel and represent those businesses in labor and employment matters.

## Recognition

- Provost's Student Innovation Fellow *University of Oregon School of Law*
- Recipient, Oregon Law Review Maxine Lee Award for Editorial Excellence *University of Oregon School of Law*, 2020-2021

## Education

J.D., University of Oregon School of Law,  
B.S., Washington State University,

## Bar Admissions

Colorado

## **Publications & Press**

### **New Colorado Employment Laws Enacted, Other Statutes Modified**

*External Publication*

July 10, 2024

### **Forthcoming Additions and Modifications to Employment Laws in Colorado**

*Littler ASAP*

July 2, 2024

### **Fourth Circuit Establishes New Standards for Plaintiffs Seeking Unjust Enrichment as an Equitable Remedy under ERISA**

*Littler ASAP*

October 5, 2023