

## Laurie J. Rust

Shareholder

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## Practice Areas

Discrimination and Harassment  
Leave and Accommodation  
HR Advice and Counsel  
Handbooks and Policies  
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:

- Secured summary judgment on gender discrimination claim for energy client (July 2024)
- Secured summary judgment in reverse discrimination claim for healthcare client (March 2024)
- Secured dismissal of disparate treatment religious discrimination claim in high-profile COVID-19 case (October 2023)
- First chair, trial of race discrimination and unpaid bonus claim on behalf of healthcare client (June 2023)
- Secured dismissal of complaint for age and disability discrimination following a cause finding by the EEOC on behalf of beverage distributor (March 2021)
- Secured summary judgment on behalf of former executive of crypto currency company in fraud and veil piercing case valued at \$75 million (March 2020)
- 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 (January 2019)
- First chair, arbitration of claims for race, national origin, and religious discrimination under the NYCHRL (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 (January 2018)
- Secured summary judgment in arbitration seeking to enforce covenant not to compete (August 2017)
- Secured summary judgment on claims for FLSA retaliation (October 2017)
- First chair, arbitration of breach of contract claim (complete defense verdict) (March 2017)

## Professional and Community Affiliations

- Participant, Colorado General Counsel Group Advisory Program
- Member, Labor and Employment Section, State Bar of Colorado
- Member, Colorado Women's Bar Association
- Member, Denver Bar Association
- Member, Labor and Employment Section, State Bar of California

## Events & Speaking Engagements

**2024 Rocky Mountain Regional Employer Conference**

Denver, CO

October 18, 2024

**2023 Rocky Mountain Regional Employer Conference**

Denver, CO

October 27, 2023

**Moderator: Board Readiness**

Littler Women's Leadership Initiative

October 11, 2023

**Women in Tech Law**

Silicon Flatirons Center for Law, Technology, and Entrepreneurship University of Colorado Law School

October 9, 2023

**Finding Beauty in Change: The Metamorphosis of Work**

Mile High SHRM Annual HR Conference 2023

February 9, 2023

**Keys to Implementing Effective and Lawful DE&I Programs**

2022 Rocky Mountain Regional Employer Conference, Denver, CO

October 27, 2022

**The Ever-Evolving State of COVID-19 in the Workplace**

March 16, 2022

**MSHRM QEE – Legal Updates**

Mile High SHRM

March 9, 2022

**Written Discovery Battles: From Tax Returns to Personnel Files**

Colorado Bar

January 20, 2022

**Ethics Obligations for In-house Counsel in the Digital World**

15th Annual Ethics Day for In-house Counsel, Colorado ACC

December 1, 2021

**COVID-19 in the Health Care Workplace: Recent Developments and Compliance Challenges**

HCCA Regional Healthcare Compliance Conference

October 15, 2021

**2021 Rocky Mountain Virtual Regional Employer Conference**

Denver, CO

October 6, 2021

**Denver Compliance Coffee Talk Webinar: Getting DE&I Right**

Denver, CO

September 1, 2021

**Conducting Efficient Remote Investigations in the COVID-19 Era**

Denver, CO

May 5, 2021

**The Next Normal: Preparing for the “Return to Work” in a COVID-19 and Politically Charged Environment**

Littler Rocky Mountain Virtual Employer Conference

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

**Recognition**

- Ranked, Labor & Employment *Chambers USA*, 2022-2024
- Named, Super Lawyer *Super Lawyers*, 2021-2023
- Named, Rising Star *Super Lawyers*, 2012-2019
- Named, Up and Coming Lawyer *Law Week Colorado*, 2008

**Education**

J.D., University of Colorado, Boulder,

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

**Bar Admissions**

Colorado

California

**Courts**

U.S. Court of Appeals, 9th Circuit

U.S. Court of Appeals, 10th Circuit

U.S. District Court, District of Colorado

U.S. District Court, Central District of California

U.S. District Court, Eastern District of California

U.S. District Court, Northern District of California

U.S. District Court, Eastern District of Michigan

## **Publications & Press**

### **Littler Ranked in 2024 Chambers USA Guide**

*Press Release*

June 6, 2024

### **Littler Recognized in 2023 Chambers USA Guide**

*Press Release*

June 6, 2023

### **Littler Ranked in Chambers USA Guide 2022**

*Press Release*

June 1, 2022

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

*Littler ASAP*

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 ASAP*

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**

*Press Release*

January 25, 2018