



Charlotte Lamont

Shareholder

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Focus Areas

Discrimination and Harassment
Hiring, Performance Management and Termination
Appellate Practice
Wage and Hour
Policies, Procedures and Handbooks

Overview

Charlotte Lamont's practice consists of civil litigation with an emphasis on labor and employment law. She has more than 30 years of experience in representing employers in various employment issues, including claims of discrimination, retaliation, and wrongful discharge, as well as other employment-related advice and litigation. Her clients span a number of different industries, including manufacturing, banking, retail, professional services, healthcare and gaming. Charlotte practices in all federal and state courts in New Mexico, and in federal courts in Texas.

Charlotte is a graduate of Leadership Albuquerque, which identifies leaders in business, government and the community helping them to expand their leadership skills and promote civic engagement. For many years, she volunteered with the Active 20/30 Club of Albuquerque, which supports community and charitable programs for the benefit of children in New Mexico.

Professional and Community Affiliations

- Member, State Bar of New Mexico
- Member, State Bar of Texas
- Member, Albuquerque Bar Association
- Member, American Bar Association

- Management Member, Labor Management Relations Board, University of New Mexico

Recognition

- Named, Lawyer of the Year, Labor Law - Management, Albuquerque, *The Best Lawyers in America*®, 2022
- Named, The Best Lawyers in America®, 2013-2022
- Named, America's Leading Lawyers for Business, *Chambers USA*, 2012-2018
- Named, Top Attorney of New Mexico, *New Mexico Top Rated Lawyers*, 2012
- Awarded, AV Preeminent® Peer Review Rating, *Martindale-Hubbell*
- Recipient, Governor's Award for Outstanding Women, 1995

Education

J.D., College of William & Mary, 1988

B.B.A., Virginia Commonwealth University, 1982

B.A., The University of Virginia, 1981, *With Distinction*

Bar Admissions

New Mexico

Texas

Courts

U.S. Court of Appeals, 10th Circuit

New Mexico Court of Appeals

New Mexico Supreme Court

U.S. District Court, District of New Mexico

Publications & Press

Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers

Littler Press Release

August 19, 2021

New Mexico Will Join the Growing List of States Where Recreational Marijuana is Legal

Littler ASAP

April 19, 2021

New Mexico's Healthy Workplaces Act Brings Paid Sick and Safe Time Law to the Land of Enchantment

Littler Insight

April 13, 2021

Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers

Littler Press Release

August 20, 2020

New Mexico Implements Employer Reporting Rule for COVID-19 Cases

SHRM Online

August 20, 2020

New Mexico Implements Employer Reporting Rule for COVID-19 Cases

Littler ASAP

August 7, 2020

Littler Lightbulb: What's New in New Mexico?

Littler Insight

March 2, 2020

Littler Elevates 28 Attorneys to Shareholder

Littler Press Release

January 6, 2020

Bernalillo County, New Mexico Amends Mandatory PTO Ordinance Before the Ink Dries

Littler ASAP

October 31, 2019

Mandatory PTO Trend Continues with Bernalillo County, New Mexico Ordinance

Littler Insight

August 27, 2019

Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year

Littler Press Release

August 15, 2019

New Mexico, New Laws: "Right-to-Work" Preemption, Gender-Neutral Restrooms, Criminal History Checks — and More

Littler ASAP

April 16, 2019

New Mexico Increases Minimum Wage and Creates Uncertainty in Tip Pooling

Littler ASAP

April 3, 2019

Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers

Littler Press Release

August 15, 2018

Littler Ranked in 2018 Chambers USA Guide

Littler Press Release

May 15, 2018

New Mexico Supreme Court Rejects a Heightened Evidentiary Burden on a Plaintiff in a Reverse Race Discrimination Case

Littler ASAP

March 13, 2018

Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers

Littler Press Release

August 17, 2017

Littler and Its Attorneys Receive Top Rankings in 2017 Chambers USA Guide

Littler Press Release

May 26, 2017

The Best Lawyers in America© Honors More Than 180 Littler Lawyers in Its 2017 Edition

Littler Press Release

August 16, 2016

D.C. Circuit Affirms NLRB's Order to Employer to Reimburse All of Union's Bargaining Expenses as Remedy for Unfair Labor Practices

Littler ASAP

June 30, 2016

Chambers USA Recognizes Littler and Attorneys in 2016 Guide

Littler Press Release

May 27, 2016

New Mexico State Employers Cannot Avoid Private USERRA Claims

Littler ASAP

April 20, 2016

Littler Attorneys Recognized in the Best Lawyers in America© 2016 Edition

Littler Press Release

August 18, 2015

Chambers USA Recognizes Littler and Its Attorneys

Littler Press Release

May 20, 2015

Littler Attorneys Included in the Best Lawyers in America© 2015 Edition

Littler Press Release

August 18, 2014

Littler and Its Attorneys Ranked In 2014 Chambers USA Guide

Littler Press Release

May 23, 2014

Littler Attorneys Named in Best Lawyers in America® 2014 Edition

Littler Press Release

August 15, 2013

Littler Mendelson Named in the 2013 Chambers USA Guide

Littler Press Release

May 24, 2013

Best Lawyers in America® Names 164 Littler Attorneys to 2013 Edition

Littler Press Release

September 7, 2012

New Mexico Charge of Discrimination Form Creates Trap for the Unwary

Littler Insight

February 27, 2012

Littler Adds Traditional Employment and Labor Law Attorney Charlotte Lamont To Its Roster

Littler Press Release

September 2, 2011

Speaking Engagements

High Times in New Mexico: Marijuana Legalization and What Employers Need to Know

July 1, 2021