



Holly M. Robbins

Shareholder

Co-Chair, Whistleblowing, Compliance and
Investigations Practice Group

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Focus Areas

Whistleblowing and Retaliation
Investigations
Corporate Compliance and Ethics
Discrimination and Harassment
Business Restructuring and M&A
Leaves of Absence and Disability Accommodation
Litigation and Trials
Hiring, Performance Management and Termination
Littler Restructuring Assessment Solution

Overview

Holly Robbins works with employers to devise successful strategies for reductions-in-force and business restructuring, compliance issues, disciplinary matters, policies and procedures, accommodations, leaves, investigations, employee and management training, and other workplace actions.

In the event of litigation, Holly strategizes with clients to reach the best outcome for the business, whether that be vigorous defense through trial or early resolution. Holly represents employers in all stages of litigation, from administrative proceedings, to discovery and motion practice, to trial and appeals. She has defended employers against lawsuits involving:

- Discrimination
- Harassment
- Reductions in Force

- Whistleblowing under state law, the Sarbanes-Oxley Act, the Federal Rail Safety Act, and other federal whistleblower statutes
- Torts
- Non-compete agreements

Holly has experience litigating against and negotiating with the Equal Employment Opportunity Commission. She has tried several cases before the Office of Administrative Law Judges at the Department of Labor. She has litigated before state and federal courts in multiple states. She works with a range of clients that span the following industries:

- Finance
- Healthcare
- Hospitality
- Manufacturing
- Retail
- Technology
- Transportation

Holly has been instrumental in bringing the firm's Women's Leadership Initiative (WLI) to Minneapolis and currently sits on the firm's WLI Steering Committee. Holly is a frequent speaker on a variety of labor and employment law topics.

Professional and Community Affiliations

- Member, Minnesota Bar Association
- Member, Hennepin County Bar Association
- Member, Minnesota Women Lawyers
- Former Member and Secretary, Board of Directors, Alight
- Former Member, Board of Directors, Labor and Employment Law Certification Accreditation

Recognition

- Named, The Best Lawyers in America®, 2020-2022
- Order of the Coif

Education

J.D., The George Washington University School of Law, 1995, *With Honors*

B.A., Haverford College, 1991

Bar Admissions

Minnesota

Courts

U.S. Court of Appeals, 6th Circuit
U.S. Court of Appeals, 7th Circuit
U.S. Court of Appeals, 8th Circuit
U.S. Court of Appeals, 9th Circuit
Minnesota Supreme Court
U.S. District Court, District of Minnesota
U.S. District Court, Northern District of Illinois
U.S. District Court, Western District of Wisconsin
U.S. District Court, Eastern District of Michigan

Publications & Press

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

Littler Press Release

August 19, 2021

Duluth, Minnesota Amends Paid Sick and Safe Leave Ordinance

Littler ASAP

August 2, 2021

Is Your PTO Policy a Contract? Minnesota Supreme Court Finds General Handbook Disclaimer Does Not Necessarily Disclaim PTO Obligations

Littler ASAP

February 8, 2021

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

Littler Press Release

August 20, 2020

Minneapolis Wins the Battle over Sick and Safe Time Ordinance

Littler ASAP

June 17, 2020

Minnesota Update: Reopening and Returning to Work

Littler Insight

May 27, 2020

Intent Matters in Asserting Whistleblower Retaliation Under the Federal Railroad Safety Act

Littler ASAP

March 3, 2020

Duluth, Minnesota Issues Paid Sick and Safe Leave Rules & Revises FAQs

Littler Insight

November 11, 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

Littler Appoints New Co-Chairs for Women's Leadership Initiative

Littler Press Release

February 8, 2019

Many Open Questions

Tribal Business Journal

July 18, 2017

U.S. Supreme Court Holds Sovereign Immunity Does Not Protect Tribal Employee Sued Individually

Littler ASAP

April 28, 2017

Supreme Court: No Sovereign Immunity for Tribal Casino Limo Driver

SHRM Online

April 27, 2017

Tribal Workers May Face More Suits After Indemnity Ruling

Law360

April 25, 2017

U.S. Supreme Court to Consider Tribal Sovereign Immunity Issue Related to Individual Tribal Employees

Littler Insight

November 21, 2016

How Do We Calculate FMLA Eligibility On Rehire?

Business Management Daily

November 24, 2015

Supreme Court Continues to Advance Broad View of Whistleblower Protections

Littler Insight

January 29, 2015

When Does an Anti-Arbitration Provision Not Prohibit Arbitration of a Dodd-Frank Whistleblower Claim?

Littler Insight

December 16, 2014

Minnesota Supreme Court Solidifies Whistleblower Law

Littler Insight

October 1, 2009

Ricci v. DeStefano: Talk About a Rock and a Hard Place: Employers Required to Pick Between Disparate Treatment and Disparate Impact Claims

Littler Insight

July 10, 2009

Good Salary Negotiation Skills Do Not Justify Pay Disparities

Littler Insight

June 2, 2009

New Wisconsin Statute Protects Members of 'Traveling Sales Crews'

Littler Insight

April 15, 2009

Littler Strengthens Employment Law Practice with Addition of David J. Goldstein and Holly M. Robbins to the Firm's Minneapolis Office

Littler Press Release

March 20, 2009

Speaking Engagements

2021 Upper Midwest Virtual Regional Employer Conference

Minneapolis, MN

October 20, 2021

Navigating Difficult FMLA and ADA Issues in the Middle of a Pandemic

Minneapolis, MN

June 10, 2021

A COVID-19 Storm Is Brewing: How Employers Respond Mandates When Whistleblowers Threaten

June 18, 2020

Is it Really Time to Return to Work? So Soon?

June 4, 2020

Disabilities Accommodations Bootcamp: Mastering the Interactive Process

Minneapolis, MN

August 22, 2019

Get Ready! Minnesota's Wage Theft Law is Effective July 1

Minneapolis, MN

June 27, 2019

Littler Women's Leadership Initiative Luncheon

Minneapolis, MN

March 6, 2019

Littler Women's Leadership Initiative Luncheon

Minneapolis, MN

January 30, 2019

Minneapolis Women's Leadership Initiative Luncheon: Can Mentoring Help Crack the Glass Ceiling?

Minneapolis, MN

January 24, 2018

Mental Illness and the ADA: What Employers in the Retail Industry Need to Know

July 19, 2016

ADA, FMLA and Workers' Comp: I'm Hurt, I'm Sick, I'm Injured – So What Now?

Littler Mendelson, Minneapolis, MN

November 6, 2014

When the Whistle Blows Will You Be Ready

State Conference, Minnesota State Council - Society for Human Resource Management, St. Cloud, MN

October 13, 2014

Performance Expectations, Discipline and the Disabled Employee: Overcoming the Challenges

3rd Annual In-House Counsel Conference, Association of Corporate Counsel - Minnesota Chapter, Minneapolis, MN

June 12, 2014

Performance Expectations, Discipline and the Medically Disabled Employee: Overcoming the Challenges

Littler Mendelson, Minneapolis, MN

October 30, 2013

The Rising Tide Of Whistleblower Claims: What it Means For Employers

Littler Mendelson, Minneapolis, MN

October 11, 2012

Two-Part FMLA CLE Series: Managing Intermittent FMLA Leave and Post-FMLA Accommodation

Minneapolis, MN

June 7, 2012