



## Holly M. Robbins

Shareholder

Co-Chair, Whistleblowing, Compliance and  
Investigations Practice Group

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## Focus Areas

Whistleblowing, Compliance and Investigations  
Discrimination and Harassment  
Business Restructuring and M&A  
Leaves of Absence and Disability Accommodation  
Litigation and Trials  
Hiring, Performance Management and Termination  
Training - Compliance, Ethics, Leadership

## Overview

Holly Robbins is the Co-Chair of Littler's Whistleblowing, Compliance, and Investigations Practice Group. Holly works with employers to devise successful strategies for investigations, compliance issues, reductions-in-force and business restructuring, 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:

- Whistleblowing under state law, the Sarbanes-Oxley Act, the Federal Rail Safety Act, and other federal whistleblower statutes
- Discrimination
- Harassment

- Leaves and accommodations
- Reductions in force
- Torts

Holly is an experienced litigator, having litigated cases before state and federal courts as well as before the Department of Labor Office of Administrative Law Judges. She works with a range of clients that span the following industries:

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

Holly sits on the firm's Women's Leadership Initiative (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®, 2020-2024
- 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

### **Minnesota Paid Sick and Safe Leave Law Part of Growing Trend**

*WorldatWork*

January 24, 2024

### **Minnesota Enacts Paid Family and Medical Leave Statute**

*Little Insight*

May 31, 2023

### **Minnesota Passes Sick and Safe Leave Law**

*SHRM Online*

May 26, 2023

### **Big Changes to Minnesota's Employment Laws Are Coming Soon**

*Little Insight*

May 18, 2023

### **Minnesota Passes State-Wide Earned Sick and Safe Leave Law**

*Little Insight*

May 18, 2023

### **St. Paul & Bloomington, Minnesota Amend Their Sick and Safe Time Ordinances**

*Little Insight*

February 1, 2023

### **Best Lawyers in America® 2022 Edition Honors More Than 240 Little Lawyers**

*Little 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**

*Little 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**

*Little 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**

*Little Insight*

January 29, 2015

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

*Little Insight*

December 16, 2014

**Minnesota Supreme Court Solidifies Whistleblower Law**

*Little 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**

*Little Insight*

July 10, 2009

**Good Salary Negotiation Skills Do Not Justify Pay Disparities**

*Little 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**

**New Year, New Us! Resolutions for You and Your Organization**

January 25, 2024

**2023 Midwest Regional Employer Conference**

Minneapolis, MN

November 9, 2023

**Navigating Minnesota's New Earned Sick and Safe Time Law: Top Ten Things Employers Need to Know**

August 2, 2023

**Healthcare Roundtable: Post COVID? What is Keeping Healthcare Employers Up at Night?**

2023 Littler Executive Employer Conference, Phoenix, AZ

May 10, 2023

**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