

Larry W. Marquess

Shareholder

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Practice Areas

Labor Management Relations
Discrimination and Harassment
Complex Litigation and Jury Trials
Leaves of Absence and Disability Accommodation
Business Restructuring

Overview

Lawrence W. Marquess currently represents clients in all facets of labor and employment law before administrative agencies, including the National Labor Relations Board, the Equal Employment Opportunity Commission, and the Colorado Civil Rights Division, as well as in state and federal courts. He has significant experience with employment discrimination claims arising under:

- Title VII
- The Americans with Disabilities Act
- The Age Discrimination in Employment Act
- The Colorado Anti-Discrimination Act
- Colorado employment statutes

He also handles actions involving unlawful discharge, tort and contract claims, and wage and hour and safety and health issues. Lawrence is highly knowledgeable of and experienced with matters involving traditional labor law including:

- Union organizing campaigns
- Collective bargaining
- Labor negotiations and arbitrations
- Employment mediation
- National Labor Relations Act matters
- Labor-Management Reporting Disclosure Act matters
- Unfair labor practice and representation proceedings before the National Labor Relations Board

He advises and represents management in response to union coercive tactics, such as strikes, picketing, and corporate campaigns and, notably, he served as lead counsel on a cutting-edge defamation lawsuit against a building trade union. Most frequently, Lawrence works with clients that include:

- Trade associations
- Construction contractors
- Manufacturers
- Retail businesses

Additionally, Lawrence routinely provides counsel to employers on the establishment and implementation of employment policies, affirmative action plans, and labor and employment issues in business unit sales and closures, acquisitions, and reductions-in-force. Recently, he offered his expertise in testimony before the Colorado Legislature on employment legislation for the Colorado Association of Commerce and Industry.

Lawrence joined Littler Mendelson in 2001 as the office managing shareholder in Denver. He served in that role until 2008 and was instrumental in helping the office to develop successfully. Prior to working at Littler, he was the head of the labor and employment practice at another firm.

Professional and Community Affiliations

- Member, American Bar Association
- Member, Labor and Employment / Litigation / Anti-Trust sections - American Bar Association
- Member, Denver Bar Association
- Member, First Judicial District Bar Association
- Co-chairman, Labor Law Committee - Colorado Bar Association, 1989-1992
- Member, Board of Directors - Denver Urban Debate League

Recognition

- Fellow, College of Labor and Employment Lawyers
- Named, Super Lawyer in Labor and Employment - Colorado, 2007-2011

Education

J.D., West Virginia University College of Law, 1977

B.S., Purdue University, 1973

Bar Admissions

Colorado

Texas

West Virginia

Courts

U.S. Supreme Court
U.S. Court of Appeals, 10th Circuit
U.S. Court of Appeals, D.C. Circuit

Publications

"Tightened Federal Pleading Rules Take Effect: Three Months After the U.S. Supreme Court's Iqbal Decision," August 17, 2009

"The Racketeer Influenced And Corrupt Organizations Act and Union Corporate Campaigns," *Associated General Contractors*, April 24, 2009

"National Labor Relations Board Voids Coerced Union Project Labor Agreement," September 7, 2007

"Colorado DOL Reconsiders Requiring Work Authorization Verification Beyond Federal I-9," March 23, 2007

"The NLRB And The Appropriate Bargaining Unit," *George Mason University, John M. Olin Institute For Employment Practice And Policy*, 2000

Press

"Larry Marquess Combats Summer Absenteeism," June 22, 2007

"Lawrence Marquess Warns Employers to Prepare for a Possible Avian Flu Outbreak," February 7, 2006

"Littler Mendelson Attorney Inducted into the College of Labor and Employment Lawyers," January 19, 2004

Events & Speaking Engagements

"Documentary Films As A Union Corporate Campaign Tactic," *Associated Builders & Contractors*, December 3, 2009

"Rico and Union Corporate Campaigns, Civil RICO As A Sword And Shield," *Associated General Contractors*, April 24, 2009

"The ADA Amendments Act of 2008," *Denver, CO*, December 3, 2008

"Employee Free Choice Act (EFCA): More Than Just a Misleading Name," *Denver, CO*, October 7, 2008

"Health Care's New Labor and Privacy Law Frontiers: Defusing Tomorrow's Problems Today," *Denver, CO*, May 14, 2008

"A Benefits Double-Feature," *Denver, CO*, October 4, 2007

"E-privacy: Strategies for Protecting Business and Employer Rights in Today's High-Tech Environment," *Council on Education and Management*, December 7, 1998

"Recent Labor and Employment Developments," *Human Resources Construction Council*, November 13, 1998

"Employer Documentation: Making it Work for You, Not Against You," *Council on Education and Management*, November 1998

"Navigating the Hiring Mine Field," *Council on Education and Management*, December 9, 1997

"Employment and Labor Law Update," *Front Range Industry Liaison Group*, November 12, 1997

"The Risks and Rewards of Suing Unions and Their Agents," *Associated Builders and Contractors Attorneys Conference*, November 7, 1997

"Avoiding Successful Retaliation Charges," *Council on Education Management*, June 23, 1997