

Lauren Forsythe

Associate

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Focus Areas

Litigation and Trials
Discrimination and Harassment
ERISA and Benefit Plan Litigation
Labor Management Relations

Overview

Lauren Forsythe focuses her practice on traditional labor matters and employment-related litigation. In the traditional labor context, she has represented employers of all sizes in various aspects of traditional labor law, including union election and organizing drives under the National Labor Relations Act (NLRA), collective bargaining negotiations, labor arbitrations and grievances, and unfair labor practice charges.

In the employment context, Lauren has also litigated cases in federal and state court, at arbitration, and in administrative proceedings before agencies such as the Equal Employment Opportunity Commission and the Utah Anti-Discrimination Labor Division. She has experience with a wide variety of employment-related claims, including claims involving discrimination, retaliation, and harassment and ERISA denial of benefits claims.

With respect to counseling, Lauren provides his clients with proactive and pragmatic strategies for managing litigation risk and ensuring compliance with employment law.

Prior to joining Litter, Lauren represented public agencies in Washington state in collective bargaining negotiations and unfair labor practice charges. She also represented private employers in federal and state court. During law school, Lauren was the managing editor for the *Intellectual Property and Computer Law Journal*.

Professional and Community Affiliations

- Member, American Bar Association
- Member, Amicus Committee, National Association of Women Lawyers
- Member, Utah Women Lawyers

Recognition

- Recipient, Pro Bono Certificate of Service, *University of Cincinnati College of Law*
- Order of the Barristers, *University of Cincinnati College of Law*

Education

J.D., University of Cincinnati College of Law, 2019, *with honors*

B.S., Miami University, 2016, *with honors*

Bar Admissions

Utah

Washington

Wyoming

Courts

U.S. Court of Appeals, 10th Circuit

U.S. District Court, Western District of Washington

U.S. District Court, District of Utah

Publications & Press

Two Utah Laws Related to Religious Expression in the Workplace Take Effect

Little ASAP

June 5, 2024

Utah Enacts Law Allowing Employers to Obtain Workplace Violence Protective Orders

Little ASAP

March 20, 2023

Speaking Engagements

Salt Lake City Breakfast Briefing

Salt Lake City, UT

November 7, 2024

2024 Nevada Regional Employer Conference

Las Vegas, NV

October 16, 2024

Legal Update for Utah Employers

July 10, 2024

2023 Nevada Regional Employer Conference - Las Vegas

Las Vegas, NV

October 24, 2023

Understanding Washington's New Paid Family and Medical Leave Act

Washington Association of School Administrators, Seattle, WA

November 2020