Laurie J. Rust
Shareholder
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Focus Areas

Discrimination and Harassment
Leaves of Absence and Disability Accommodation
Hiring, Performance Management and Termination
Policies, Procedures and Handbooks
Unfair Competition and Trade Secrets
Litigation and Trials
Hospitality
Littler X-celerator Toolkits

Overview

Laurie J. Rust partners with clients to understand the business, financial, and practical motivations and implications of each matter. Laurie represents employers in state and federal courts and before administrative agencies in matters involving alleged violations of the:

- Fair Labor Standards Act (FLSA)
- Americans with Disabilities Act (ADA)
- Title VII of the Civil Rights Act
- Age Discrimination in Employment Act (ADEA)
- Family Medical Leave Act (FMLA)
- Equal Pay Act (EPA)
- Occupational Safety and Health Act (OSHA)
- Fair Employment and Housing Act (FEHA)
- California Labor Code
- Colorado Wage Act
• Colorado Anti-Discrimination Act (CADA)

She routinely defends companies against employment-related charges and claims before administrative agencies, including the Equal Employment Opportunity Commission, the Colorado Civil Rights Division, the Colorado Department of Labor and Employment, and the California Division of Labor Standards Enforcement.

Laurie provides employment advice and counsel on a wide range of issues, such as hiring, discipline, termination, accommodating disability, wage and hour compliance and audits, federal and state immigration compliance, recreational and medical marijuana, leaves of absence, social media, and trade secrets. In addition, she works with employers to draft employment agreements, employee manuals, severance agreements, and other employment policies and procedures. She regularly provides training on harassment and all aspects of employment law.

A sampling of Laurie’s representative experience includes:

• Secured dismissal of complaint for age and disability discrimination following a cause finding by the EEOC on behalf of beverage distributor (March 2021)
• Secured summary judgment on behalf of former executive of crypto currency company in fraud and veil piercing case valued at $75 million (March 2020)
• First chair, trial of race discrimination claim for national retailer (complete defense verdict) (May 2019)
• Secured summary judgment on duty to defend under indemnification provision in master services agreement (January 2019)
• First chair, arbitration of claims for race, national origin, and religious discrimination under the NYCHRL (complete defense verdict) (August 2018)
• Secured summary judgment on claims for breach of contract, promissory estoppel, retaliation under the NDAA, and unpaid overtime under the Qatari Labor Code (January 2018)
• Secured summary judgment in arbitration seeking to enforce covenant not to compete (August 2017)
• Secured summary judgment on claims for FLSA retaliation (October 2017)
• First chair, arbitration of breach of contract claim (complete defense verdict) (March 2017)

Professional and Community Affiliations

• Participant, Colorado General Counsel Group Advisory Program
• Member, Labor and Employment Section, State Bar of Colorado
• Member, Colorado Women’s Bar Association
• Member, Denver Bar Association
• Member, Labor and Employment Section, State Bar of California

Recognition

• Ranked, Labor & Employment, Chambers USA, 2022-2023
• Named, Super Lawyer, Super Lawyers, 2021-2023

**Education**

J.D., University of Colorado, Boulder
B.A., University of Colorado, Boulder, *summa cum laude*

**Bar Admissions**

Colorado
California

**Courts**

U.S. Court of Appeals, 9th Circuit
U.S. Court of Appeals, 10th Circuit
U.S. District Court, District of Colorado
U.S. District Court, Central District of California
U.S. District Court, Eastern District of California
U.S. District Court, Northern District of California
U.S. District Court, Eastern District of Michigan

**Publications & Press**

*Littler Recognized in 2023 Chambers USA Guide*
*Littler Press Release*
June 6, 2023

*Littler Ranked in Chambers USA Guide 2022*
*Littler Press Release*
June 1, 2022

*Colorado Issues Guidance on Accommodations in the Age of COVID-19*
*Littler Insight*
May 27, 2020

*Colorado Amends its Safer at Home Order to Permit Employees to Self-Check for COVID-19 Symptoms and to Expand the Categories of Businesses Permitted to Open*
*Littler ASAP*
May 6, 2020
**Speaking Engagements**

2023 Rocky Mountain Regional Employer Conference  
Denver, CO  
October 27, 2023

**Moderator: Board Readiness**  
Littler Women’s Leadership Initiative  
October 11, 2023

Women in Tech Law  
Silicon Flatirons Center for Law, Technology, and Entrepreneurship University of Colorado Law School  
October 9, 2023

**Finding Beauty in Change: The Metamorphosis of Work**  
Mile High SHRM Annual HR Conference 2023  
February 9, 2023

**Keys to Implementing Effective and Lawful DE&I Programs**  
2022 Rocky Mountain Regional Employer Conference, Denver, CO  
October 27, 2022
The Ever-Evolving State of COVID-19 in the Workplace  
March 16, 2022

MHSHRM QEE – Legal Updates  
Mile High SHRM  
March 9, 2022

Written Discovery Battles: From Tax Returns to Personnel Files  
Colorado Bar  
January 20, 2022

Ethics Obligations for In-house Counsel in the Digital World  
15th Annual Ethics Day for In-house Counsel, Colorado ACC  
December 1, 2021

COVID-19 in the Health Care Workplace: Recent Developments and Compliance Challenges  
HCCA Regional Healthcare Compliance Conference  
October 15, 2021

2021 Rocky Mountain Virtual Regional Employer Conference  
Denver, CO  
October 6, 2021

Denver Compliance Coffee Talk Webinar: Getting DE&I Right  
Denver, CO  
September 1, 2021

Conducting Efficient Remote Investigations in the COVID-19 Era  
Denver, CO  
May 5, 2021

The Next Normal: Preparing for the “Return to Work” in a COVID-19 and Politically Charged Environment  
Littler Rocky Mountain Virtual Employer Conference  
November 18, 2020

The Top Ten: Policies Every Colorado Employer Should Have in the COVID Era - Session 5  
July 23, 2020

Federal Employment Law Update  
2019 Rocky Mountain Employer Conference Denver, CO  
October 4, 2019
The CCRD is Alive and Well: An Update on Key Developments, CCRD Investigations, and Current Areas of Focus by the Agency
2019 Rocky Mountain Employer Conference, Denver, CO
October 4, 2019

Conducting Legal Investigations in the Wake of #MeToo
Denver, CO
April 18, 2019

Ethical Issues - Can They Really Do That? Ethical Minefields and How to Dodge Them
Association of Corporate Counsel 12th Annual Ethics Day for In-House Counsel
December 6, 2018

Balancing LGBTQ Issues in an Ever-Evolving Workplace
Rocky Mountain Employer Conference
September 21, 2018

Pay Equity: Public Pushes Gender Equity & Legal Battleground Moves to States
Mile High SHRM
May 31, 2018

Litigating EPLI Claims: A Primer on Key Requirements in Your EPLI Policy and Strategies For Winning Insured Cases
Denver, CO
April 26, 2018

Don’t Get Wrecked by the Reckoning: Responding to Harassment in the Age of #MeToo
Association of Corporate Counsel Chief Legal Officer / General Counsel Group
February 2018

Attorney Goes To Jail: When Zealous Representation Goes Too Far
Association of Corporate Counsel and the DBA Young Lawyers Division
June 9, 2017

Equal Pay Claims (Title VII and Equal Pay Act)
Colorado Bar Association Labor and Employment Law Section Conference
April 2016