



Holly M. Robbins

Shareholder

Co-Chair, Whistleblowing, Compliance and Investigations Practice Group

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Practice Areas

Whistleblowing, Compliance and Investigations

Discrimination and Harassment

Business Restructuring and M&A

Leave and Accommodation

Litigation and Trials

HR Advice and Counsel

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®, 2020-2026
- Ranked, Labor & Employment, *Chambers USA*, 2024-2025
- Named, Stand-Out Lawyers, *Thomson Reuters*, 2024
- Order of the Coif

Education

J.D., The George Washington University Law School, 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

Littler and its Attorneys Recognized in 2025 Chambers USA Guide Across Key Practice Areas

Press Release

June 5, 2025

DOJ Outlines Plans to Enforce the False Claims Act Against Recipients of Federal Funds that Knowingly Violate Civil Rights Laws

Littler ASAP

May 22, 2025

Littler Ranked in 2024 Chambers USA Guide

Press Release

June 6, 2024

Minnesota Amends its Earned Sick and Safe Time Act and Paid Family Leave Law

Littler ASAP

June 5, 2024

Minnesota Paid Sick and Safe Leave Law Part of Growing Trend

WorldatWork

January 24, 2024

Minnesota Enacts Paid Family and Medical Leave Statute

Littler ASAP

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

Littler ASAP

May 18, 2023

Minnesota Passes State-Wide Earned Sick and Safe Leave Law

Littler ASAP

May 18, 2023

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

Littler ASAP

February 1, 2023

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

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

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 ASAP

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 ASAP

November 11, 2019

Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year

Press Release

August 15, 2019

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

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 ASAP

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 ASAP

January 29, 2015

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

Littler ASAP

December 16, 2014

Minnesota Supreme Court Solidifies Whistleblower Law

Littler ASAP

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 ASAP

July 10, 2009

Good Salary Negotiation Skills Do Not Justify Pay Disparities

Littler ASAP

June 2, 2009

New Wisconsin Statute Protects Members of 'Traveling Sales Crews'

Littler ASAP

April 15, 2009

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

Press Release

March 20, 2009

Events & Speaking Engagements

New Year, New Strategies: Resolutions that Work for You and Your Team

January 8, 2026

2025 Midwest Regional Employer Conference

Minneapolis, MN

November 13, 2025

Countdown to Compliance: Preparing Your Business for Minnesota's PFML Launch

September 30, 2025

Minnesota's New Paid Family Medical Leave Law

Minneapolis, MN

March 20, 2025

2024 Midwest Regional Employer Conference

Minneapolis, MN

November 14, 2024

Hot Topics in Minnesota Labor & Employment Law

Minneapolis, MN

June 13, 2024

Whistleblowers Run Amok: Avoiding Legal Landmines While Minimizing Disruptions When Whistleblowers Behave Badly

Littler Executive Employer Conference, Phoenix, AZ

May 9, 2024

Littler's Women's Leadership Initiative Presents: A Guide to Women's Issues in the Workplace

Littler Executive Employer Conference, Phoenix, AZ

May 8, 2024

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 Industry Roundtable

Littler Executive Employer Conference, Phoenix, AZ

May 10, 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