

Margaret Parnell Hogan

Shareholder

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Practice Areas

Discrimination and Harassment
Class Action
Investigations
Leave and Accommodation

Overview

Margaret Parnell Hogan represents companies in a variety of industries including transportation, technology, finance, government contracting and the oil and gas industry. She represents these companies in federal and state courts across the country and before administrative agencies such as the Equal Employment Opportunity Commission (state equivalents) as well as the Department of Labor. Margaret focuses her litigation practice on:

- Discrimination class actions
- Wage and hour collectives
- Harassment litigation
- Disability claims
- Employment discrimination claims

Additionally, Margaret frequently counsels clients on a variety of human resource matters, including:

- Compliance with Title VII
- The Americans with Disabilities Act (ADA)
- The Family and Medical Leave Act (FMLA)
- Issues of progressive discipline
- Termination of employees

Margaret has also conducted high level internal investigations as well as conducted training programs and seminars for all levels of employees on topics such as conducting legal investigations, preventing harassment in the workplace, and compliance with the ADA and the FMLA.

A shareholder in Littler's Denver office, Margaret began her career in the firm's Chicago office. She is co-chair of Littler's Women's Leadership Initiative (WLI).

Professional and Community Affiliations

- Member, Colorado Bar Association
- Member, Denver Bar Association
- Member, Federal Bar Association
- Member, National Association of Women Lawyers
- Member, Wyoming Bar Association

Recognition

- Named, The Best Lawyers in America®, 2021-2025

Education

J.D., Chicago-Kent College of Law, 1999, *With Honors*

B.A., University of Wisconsin, Madison, 1994

Bar Admissions

Colorado

Illinois

Wyoming

Courts

U.S. Supreme Court

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, 10th Circuit

Colorado Supreme Court

Illinois Supreme Court

Wyoming Supreme Court

U.S. District Court, District of Colorado

U.S. District Court, District of Wyoming

U.S. District Court, Northern District of Illinois

U.S. District Court, Central District of Illinois
U.S. District Court, Northern District of Indiana
U.S. District Court, Eastern District of Arkansas
U.S. District Court, Western District of Arkansas

Publications & Press

Conversations with Women: Personal Stories of Education and Inspiration

Littler Podcast

March 24, 2025

Conversations with Women: Recruiting and Retaining Women in the Current Legal Landscape

Littler Podcast

March 28, 2024

Conversations with Women: Littler's Traditional Labor Practice

Littler Podcast

March 31, 2023

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

Press Release

August 19, 2021

Conversations with Women: From the Military to Law

Littler Podcast

March 30, 2021

Littler Appoints New Leadership to Its Affinity Groups and Diversity & Inclusion Council

Press Release

March 22, 2021

Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers

Press Release

August 20, 2020

New FAQs Clarify Colorado Emergency Paid Sick Leave Rules

Littler ASAP

March 13, 2020

64 Law Firms Get Mansfield 2.0 Certification

Law Week Colorado

September 9, 2019

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

Press Release

February 8, 2019

2014 Women's Roundtable

Law Week Colorado

May 29, 2014

Hit The Door

Pizza Today

March 1, 2013

And the Class Certification Battle is Won: A Unanimous Supreme Court Reverses Rule 23(b)(2) Class Certification in Dukes v. Wal-Mart

Littler ASAP

June 21, 2011

Tenth Circuit Upholds Termination of Problem Employee

Littler ASAP

May 11, 2011

Tenth Circuit Holds that Positions Filled By Temporary Workers Are Not Vacant for Purposes of Reassignment Under the ADA

Littler ASAP

June 28, 2010

Setting the Stage for a Potential Supreme Court Battle in Dukes v. Wal-Mart: A Sharply Divided Ninth Circuit Attempts to Articulate New Standards that Could Impact Employers

Littler ASAP

May 7, 2010

Less is Not Always More: The Importance of Open Communication with Clients in Times of Crisis

The ABA Woman Advocate

Summer 2009

Push for Time Off Gains in Many States

The Wall Street Journal

June 22, 2009

Colorado Employees Now Entitled to Academic Activities Leave

Littler ASAP

June 3, 2009

Dukes v. Wal-Mart: Wal-Mart Loses Initial 9th Circuit Battle, but Who Will Win the Class Certification War?

Littler ASAP

February 9, 2007

Events & Speaking Engagements

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

2023 Rocky Mountain Regional Employer Conference

Denver, CO

October 27, 2023

#WhyWomenLeave

Littler Executive Employer Conference, Phoenix, AZ

May 10, 2023

Federal and State Employment Law Highlights

Senior Women's Corporate Counsel

November 5, 2022

2020 Rocky Mountain Virtual Employer

November 18, 2020

Internal Investigations in the COVID-19 Era

June 11, 2020

Mastering the Complicated Ones: Examining HR Scenarios Involving Difficult Decisions and Legal Risks

2019 Rocky Mountain Employer Conference, Denver, CO

October 4, 2019

Doggy Dilemmas: Accommodating Service Animal Issues

Rocky Mountain Employer Conference

September 21, 2018

What Managers Can Do to Mitigate Litigation Risk (and What You Can Do to Help Them)

Littler Executive Employer, Phoenix, AZ

May 4, 2018

The Employee from Hell - A View from the Dark Side

May 12, 2017

2016 Rocky Mountain Employer Conference

Denver, CO

September 21, 2016

Becoming a Human Lie Detector: Tactics for Assessing Employee Truthfulness

Rocky Mountain Employer Conference

September 21, 2016

Second Annual Puerto Rico Conference

San Juan

August 18, 2016

The Employee from Hell: The Tables Are Turned

The 2016 Executive Employer® Conference, Scottsdale, AZ

May 6, 2016

Controlling Employee Personal Behavior in the Age of Social Media and Personal Technology?

Littler Mendelson, Scottsdale, AZ

May 10, 2012

The Employee from Hell

Denver, CO

May 25, 2011

The Executive Employer Conference

2011 Executive Employer Conference® - Littler Mendelson, Phoenix, AZ

April 2011

Class Action Summit

September 23, 2010

The Executive Employer Conference

2010 Executive Employer Conference® - Littler Mendelson, Phoenix, AZ

April 2010