



## **L. ANTHONY GEORGE**

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### **BIOGRAPHY**

Anthony focuses his practice on management-side labor relations, employment law, and related litigation. As a published author and frequent speaker on employment issues, he is viewed as a trusted extension of his clients' Human Resources Departments. Business leaders rely extensively on his legal knowledge and practical experience and strategize with him to find practical and effective solutions to workplace issues.

Anthony provides consultation, advice and litigation services to employers in virtually all aspects of the employment relationship. His labor law experience includes union avoidance, organizing campaigns, contract negotiations, strike planning and injunctions, grievance arbitration, unfair labor practice hearings, and decertification and withdrawal of recognition. His employment law practice covers employment discrimination and harassment, the ADA and FMLA, wage and hour questions, employee benefits, employment contracts, drug testing and privacy issues, and employment-related

tort claims. He has represented employers in administrative hearings and arbitrations, state and federal trials, and appellate arguments before state and federal appeals courts.

Anthony routinely writes and speaks on labor and employment issues to human resource professionals, lawyers, industry associations, and professional organizations. He also has extensive experience providing training to managers, supervisors and employees on labor and employment issues, including union avoidance, discrimination and harassment, hiring and firing, whistleblowers and retaliation, and the ADA and FMLA.

Anthony is a past member of the Board of the Labor and Employment Relations Association - Rocky Mountain Chapter. He has been a contributing editor of the ABA treatises *Employment Discrimination and The Developing Labor Law*. He is AV-rated by Martindale-Hubbell and was named a Colorado "Super Lawyer" 2011-2017 and one of the "Best Lawyers in America" 2018-2019.

## CIVIC INVOLVEMENT & HONORS

- *The Best Lawyers in America*® 2022 for Employment Law: Management
- *The Best Lawyers in America*®, 2018 and 2019
- Colorado *Super Lawyers*, 2011-2017
- AV Rated by Martindale-Hubbell, AV® Preeminent™ 5.0 out of 5

## PROFESSIONAL AFFILIATIONS

- Labor and Employment Relations Association, Rocky Mountain Chapter, Chair 2009, Board member 2007- 2017
- American Bar Association
- Colorado Bar Association
- Denver Bar Association

## ADMISSIONS

- Colorado, 1994
- United States Courts of Appeals for the Fourth, Ninth, Tenth and District Of Columbia Circuits  
United States District Courts for the District of Colorado, and Northern and Southern Districts of West Virginia

## EDUCATION

West Virginia University, J.D., 1985

West Virginia University, B.S., B.A., *magna cum laude*, 1982

## RELATED PRACTICE AREAS

- Employment & Labor
- Cross-border Employment Issues
- Investigations
- Regulation, Compliance & Advisory
- Employment Class & Collective Actions
- Litigation & Dispute Resolution
- Healthcare & Life Sciences
- Energy & Natural Resources
- Non-Compete, Trade Secret & Employee Unfair Competition

## RESOURCES

### PUBLICATIONS

- Co-Author, "Managing Sick and Injured Workers: Recent Changes to the ADA and FMLA," *Law Week Colorado*, 2009
- Co-Author, "Managing Sick and Injured Workers: An Employer's Guide to the New ADA and FMLA," *Compliance and Ethics Magazine*, 2009
- Co-Author, "The Other Shoe is Larger: Update on Retaliation Claims," National Association of College and University Attorneys, 2009
- "Controlling Legal Costs in Labor Arbitration," *The Colorado Lawyer*, June 1999

### SPEAKING ENGAGEMENTS

- "Mandatory Arbitration Agreements and Class Actions Waivers," Rocky Mountain Chapter of the Labor and Employment Relations Association, 2016
- "Employment Law Update," Bryan Cave roundtable, 2015
- "Advanced FMLA and ADA Issues," Sterling Education Services, 2014

- "Reasonable Accommodation of Employees with Disabilities: How it Works in the Real World," Labor and Employment Relations Association, 2014
- "Employment Law: Beyond the Basics," Sterling Education Services, 2013-2014
- "Wage and Hour Issues; Drug Testing," National Business Institute, 2012
- "NLRB's Expanding Agenda," Sterling Education Services, 2012
- "Union Awareness Issues," CAHSAH Conference 2012
- "ADA and FMLA in the Real World," HRO roundtable, 2011
- "Whistleblower Update," HRO and Bryan Cave roundtables, 2010-2014
- "Arbitrating Employment Claims in the Non-Union Setting," Labor and Employment Relations Association, 2010
- "Litigating Claims under the ADA: A Defense Perspective," Colorado Bar Association, 2010
- "Federal Healthcare Reform: What Employers Need to Know," Nevada Mining Association Human Resources Committee, 2010
- "Making Tough Choices the Right Way: Layoffs and Employee Management in a Down Economy," HRO Roundtable, 2009
- "Who Wants to be a Union Employer?: Getting Ready for the Employee Free Choice Act," Senior Women Corporate Counsel, 2009
- "Employment Law Survival Kit," IMA University, 2009
- "Employment Law Update 2009," Nevada Mining Association Human Resources Committee, 2009
- "Managing Sick and Injured Workers: Helping Employers Navigate the New Amendments to the ADA and FMLA and the New FMLA Regulations," Boulder County Bar Association, 2009
- "Disability and Sickness: Employee's Rights under the New Amendments to the ADA, the Amendments to the FMLA, and the New FMLA Regulations," HRO Roundtable, 2008
- "Advanced Employment Law: Working through Common Problems," National Business Institute, 2008
- "Employment Laws Made Simple," National Business Institute, 2008

- “Reasonable Accommodation under the ADA: Ten Rules for Employers,” Boulder Area Human Resources Association, 2008
- “Advanced Employment Law,” Colorado Rock Products Association, 2008
- “Sex and the Law,” Labor and Employment Relations Association, 2007
- “Best Practices in ADA, FMLA, and Workers’ Compensation in Colorado,” Lorman Educational Services, 2007
- “Law Design Professionals - Employer Hot Topics,” Jackson Kelly PLLC, 2007
- “Employment Law Update,” National Business Institute, 2006
- “Nevada Employment Law Update,” Nevada Mining Association Human Resources Committee, 2006
- “What Now?: Current Developments in Employment Law,” Association of Corporate Counsel, 2005 and 2007
- “The Cupboard is Bare: Immigration Issues and the Search for New Miners,” Nevada Mining Association, 2005
- “Preventing Labor and Employment Suits in Colorado,” National Business Institute, 2005
- “Employment Law Dilemmas: Unraveling Advanced Issues in Colorado,” National Business Institute, 2005
- “Employment Law from A-Z,” Lorman Education Services, 2004-2005; 2007
- “Personal Law Update: FMLA Conundrums,” Council on Education Management, 2004
- “Employment Law Refresher,” Colorado Rock Products Association, 2004-2006
- Avoiding Headaches in FMLA Administration “Applying the FMLA Legalese to Your Workplace: What Does the Terminology Mean?,” Counsel on Education in Management, 2003
- “Hiring and Firing in Colorado: How to Do It Right,” Sterling Education Services, 2003
- “Violence in the Colorado Workplace: How to Reduce an Employer’s Exposure to Potential Liability,” National Business Institute, 2003
- “Believe It or Not: Biggest Employer Blunders of the Year,” Council on Education in Management, 2003

- “Labor and Management Issues: The Impact of Federal Labor Law in Union and Non-Union Settings,” Council on Education in Management, 2003
- “A Lawsuit for Every Workplace Injury: The Intentional Injury Exception to Workers’ Compensation Immunity,” Colorado Association of General Counsel, 2001
- “Leave Issues: Clearing Up Confusion Created By Conflicting Laws (FMLA, ADA, PDA and Workers’ Compensation),” Council on Education in Management, 2001
- “Employment Law Update,” Miles P. Romney Conference, 2001
- “Union Awareness Training for Supervisors,” various employers, 2000-present
- Moderator, “Coping with Injured Workers: Navigating the ADA, the FLMA, and Workers’ Compensation,” Colorado Mining Association’s National Western Mining Conference, 2000
- “Advanced Issues in Colorado Employment Law,” National Business Institute, 2000
- “The FMLA: Knowing Your Employer Rights when Employees are Ready to Return to Work,” Council on Education in Management, 1999
- “The ADA, the FMLA, and Workers’ Comp: How Do They Work in the Real World?” Southwest Safety Congress and Exposition, 1999
- “Determining Whether You Can Legally Prohibit the Release of Confidential Information at a Public Workplace,” Council on Education in Management, 1999
- “Training Managers to Avoid Liability,” Council on Education in Management, 1999
- “Sexual Harassment: Employer and Employee Rights and Responsibilities,” National Business Institute, 1998
- “Fundamental Issues in Colorado Human Resources Law,” National Business Institute, 1998, 2001
- “Employee Handbooks in Colorado,” National Business Institute, 1998-1999
- “Sexual Harassment in the Workplace: Protecting Your Employees and Your Company,” various employers, 1997- present
- “The Cost of Litigation,” Mountain States Employers Council, 1997
- “Workplace Violence,” Kansas Farmers Service Association, 1996

## RELATED INSIGHTS

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\*A significant point of consideration for larger, privately held companies lies in the structuring of their employee base. Many companies opt for a structure where all employees are retained in a separate subsidiary or subsidiaries for various operational reasons, including tax benefits and employment-related efficiencies. However, under the CTA, this common practice could inadvertently expose companies to reporting requirements. With the Corporate Transparency Act (CTA) now in effect, it is crucial for privately held mid-sized and large companies to look into and re-examine their corporate structures to ensure compliance with the new law. While the CTA primarily targets smaller companies in lightly regulated industries, larger companies should not automatically assume they and all of their affiliates are exempt from its reporting requirements. This is particularly true for those using common employee ...

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