SpencerFane®

Amy C. Knapp

Of Counsel

Contact

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Overview

Amy Knapp conceptualizes, designs, and activates legal strategies designed to achieve outcomes aligned with client business objectives and goals, minimizing financial and reputational risks and exposure.

With a proven track record of representing Colorado companies, national employers, and international corporations in all aspects of employment and labor issues, Amy regularly reviews, revises, and advises on employment policies and practices, personnel issues, and the legal implications of management decisions in an effort to avoid litigious matters. However, she also regularly assists employers of all sizes in resolving claims brought before state and federal agencies and legal venues throughout the country.

Amy continues to develop a deserved reputation for handling the complexities of hearings related to unfair labor practice charges before the National Labor Relations Board (NLRB) and charges of discrimination brought before the Equal Employment Opportunity Commission (EEOC) and the Colorado Civil Rights Division (CCRD). Her dispute resolution experience includes handling single-plaintiff and class and collective actions in federal and state courts to achieve favorable outcomes in matters arising from employment disputes, discrimination, harassment and retaliation claims, wage and hour issues, employment and other contract disputes, and alleged employment law violations.

A former clerk for two plaintiff-side employment firms and the EEOC, Amy possesses practical insight into how best to defend against discrimination and retaliation claims.

Education

- University of Denver Sturm College of Law, 2014 (J.D.)
- Augustana College, 2011 (B.A.), *cum laude*

Bar Admissions

- Colorado

Community Involvement

- DU Law Mentoring Program, Mentor

Distinctions

- *Best Lawyers in America*, Ones to Watch, Litigation – Labor and Employment, 2021-2026; Labor and Employment Law – Management, 2026

Memberships

- Colorado Lawyers Committee, Young Lawyers Division

Presentations and Publications

- "CDLE Wage Complaints and Investigations: Process Overview and Tips for an Effective Response," Annual Colorado Labor & Employment Law Seminar, September 2023
- "A New Day for Non-Competition, Non-Solicitation, & Confidentiality Agreements," Annual Colorado Labor & Employment Law Seminar, September 2023
- "The NLRB Reform Agenda – Expanding the Footprint and Power of Organized Labor," Colorado Labor & Employment Breakfast Briefing, May 2022
- "10th Circ. Successor Liability Ruling Highlights Title VII Risks," *Law360*, May 2022
- "The Danger of the 'Essential Functions' Requirement of the ADA: Why the Interactive Process Should Be Mandated," *The Denver Law Review*, 90 DENV. U. L. REV. 715, 2013

Related Experience

- Served as part of a team that secured dismissal of representative proceeding before the NLRB where the union sought accretion of a group of unrepresented employees into the bargaining unit.
- Helped obtain complete dismissal of discrimination and harassment case for a construction company.
- Achieved favorable outcomes in labor arbitrations concerning various issues, including employee discipline and discharge, as well as contract interpretation.
- Secured dozens of dismissals of EEOC and state agency discrimination charges.
- Defended a large manufacturing company in class actions alleging wage and hour and credit reporting act violations.