



SpencerFane®

David S. Law

Associate

Contact

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Overview

David helps companies of all sizes resolve complex employment and labor issues so they can focus on achieving their business goals. He advises clients on employee terminations, wage and hour compliance, leave laws, disability accommodations, mass layoffs, and other day-to-day employment issues. David also drafts and revises employee handbooks, policies, and contracts (including nondisclosure agreements, executive compensation agreements, and severance agreements), tailoring each document to minimize risk for his clients and prevent lawsuits down the road.

An experienced litigator, David has successfully represented employers in state and federal courts as well as in arbitrations and administrative actions before the Equal Employment Opportunity Commission. He has written numerous prevailing briefs, including motions to dismiss, motions to deny certification of collective actions, and motions to compel arbitration.

David's unique professional background includes previous work representing plaintiffs suing for unpaid overtime and discrimination. Gaining experience on the other side of his current practice enabled David to learn how to reason like a plaintiff's attorney, a perspective he has used to develop more effective litigation strategies.

Education

- University of Denver Sturm College of Law, 2021 (J.D.), *Order of the Coif*
- University of Colorado (B.A.), *magna cum laude*

Bar Admissions

- Colorado

Court Admissions

- U.S. Court of Appeals for the Tenth Circuit
- U.S. District Court for the District of Colorado

Distinctions

- *Best Lawyers in America*, Ones to Watch, 2026

Memberships

- Colorado Bar Association

Presentations and Publications

- "Colorado's New POWR Act," Mile High SHRM, 21st Annual Conference, February 2, 2024
- "[Employment: North America, USA Colorado 2023](#)," *Lexology GTDT – Employment: North America*, September 29, 2023
- "Employee Rights Under the National Labor Relations Act (NLRA) and What Nonunion Employers Need to Know in 2023," Mile High SHRM, December 15, 2022
- "The Status of Restrictive Covenants in Colorado," Colorado Bar Association, October 20, 2022
- "Employment: North America, USA – Colorado," *Lexology GTDT – Employment: North America*, October 11, 2022
- "Noncompete Agreements: Current State of the Law and Best Practices," May 26, 2022
- "[Can Offer Be Pulled if Job Candidate Won't Follow Our Vax-or-Test Policy?](#)" *Mountain States Employment Law Letter*, May 10, 2022
- "The National Labor Relations Act in the Nonunion Workplace," Defense Research Institute, 2022 Labor Law Bootcamp, February 9, 2022
- "Healthy Family and Workplaces Act (HFWA) Update," Mile High Society for Human Resource Management (SHRM), Annual HR Conference, January 28, 2022

Related Experience

- Successfully moved to decertify of an FLSA collective action for a national grocery store chain
- Successfully moved to vacate an arbitration award against a subsidiary of a Fortune 500 company
- Secured dismissal of multiple claims in state and federal court, including claims for wrongful discharge in violation of public policy, and intentional infliction of emotional distress
- Secured dismissal of a lawsuit in state court for lack of personal jurisdiction
- Secured dismissal of a lawsuit in state court for improper venue
- Successfully moved to deny certification of a Rule 23 class in a federal overtime case
- Successfully opposed a motion to compel arbitration in a federal wage and hour case
- Coordinated an international reduction in force involving several hundred employees
- Obtained numerous no-probable-cause findings in administrative actions before the U.S. Equal Employment Commission and state civil rights agencies