



Elizabeth Liner

Shareholder

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Elizabeth Liner is a litigator with experience in all aspects of employment law and employment litigation. She handles disputes before state and federal courts, including class and collective actions, as well as through arbitration and mediation.

As an employment attorney, Ms. Liner defends clients against claims brought under Title VII, the FMLA, the ADA, the ADEA, the FLSA, and FEHA, among others. Ms. Liner advises and defends clients with regard to other employment-related tort claims, including claims related to drug testing policies and programs. She has specific experience representing clients in the construction, energy, health care, and financial services industries. Additionally, Ms. Liner represents employers before state and federal administrative bodies in employment matters such as the Equal Employment Opportunity Commission (EEOC), the Louisiana Commission on Human Rights (LCHR) and the Department of Labor (DOL).

Additionally, with the eye of an employment litigator, she advises clients on a wide variety of day-to-day employment issues, including discipline and terminations/discharge, leave, accommodation requests, and employee policy and handbook implementation and enforcement in an effort to position clients to avoid employment litigation altogether.

Furthermore, Ms. Liner is well versed in drafting and enforcing employee non-competition and non-solicitation agreements as well as developing, drafting, and enforcing employee arbitration and alternative dispute resolution programs.

Representative Matters

- Experience obtaining injunctive relief and enforcing non-compete and non-solicitation agreements on behalf of corporate clients.
- Achieved favorable judgement in appellate enforcement of corporate client's arbitration agreement with former executive.
- Effectively defended employers in collective and class action litigation regarding state and federal wage and hour laws. Obtained dismissals or favorable settlements.
- Effectively defended employers against tort claims arising from employee drug testing programs, including claims of defamation, negligence and wrongful termination.
- Successfully defended railroads, construction, energy and electrical companies in employment discrimination, harassment and retaliation lawsuits under federal and state laws, with summary judgment for the employer in many of these matters.
- Effectively advised client during investigation administered by the Department of Labor.
- Won an arbitration for a major industrial contractor, which proceeded all the way through hearing, wherein the arbitrator dismissed the claimant's claim of race discrimination. Prior to the hearing, we won summary judgment as to claimant's claims of disability discrimination, retaliation, and harassment, among others.
- Won summary judgment for a major industrial contractor in an employment arbitration in which the plaintiff alleged discrimination, sexual harassment, retaliation, and other claims.



Professional Honors & Activities

- Listed in *The Best Lawyers in America*® "Ones to Watch" in Labor and Employment Law - Management (2023)
- Listed in *Louisiana Super Lawyers* as a Rising Star in Employment & Labor (2019, 2020); Employment Litigation: Defense (2021, 2022)
- Adjunct Professor – Louisiana State University, School of Leadership & Human Resources Development (2021 – present)
- President and Vice President – Shreveport Bar Association's Women's Section (2014 – 2015)
- Louisiana Association of Defense Counsel (LADC)
 - Young Lawyer Committee Member (2014 – 2019)
 - Recipient, Young Lawyer Committee Member of the Year Award (2017)
 - Chair, Labor & Employment Practice Group (2019 – 2021)
- Forum 35
 - Co-Chair, Uncorked Committee (2017 – 2018)
- Board of Directors – Charles W. Lamar, YMCA (2017 – present)
 - Chair, Board Development Committee (2019 – 2020)
 - Chair, Chairman's Round Table (2020 – 2021)
 - Chair, Annual Campaign (2021 – present)
- Member – Louisiana State Bar Association
- Member – Baton Rouge Bar Association
- Member – Bar Association of the 5th Circuit
- Member – American Bar Association



Publications

- "No Chill: The Future of Employee Handbook Standards at the NLRB," republished in *New Orleans CityBusiness* (August 2021)
- "Recent Union Organizing Efforts and What Employers Can Do," republished in *Corporate Counsel* (August 2021)
- "Got Pot? Can You Test to Find Out?" (May 2021)
- "Round One Goes to the Company: Lessons Learned from Amazon's Union Organizing Drive" (April 2021)
- "Are Your Mandatory Arbitration Agreements Still Enforceable?" (April 2021)
- "Top Three Steps for Employers to Take When Facing Fraudulent Unemployment Claims" (April 2021)
- "Biden Administration Rollback: Are Collegiate Students Employees?," republished in *New Orleans CityBusiness* (March 2021)
- "Cannabis Users Getting Greater Employment Protections in Some States" (March 2021)
- "The EEOC's Proposed Rule on Conciliation: Will it Withstand a Change in Administration?," republished January 7, 2021 in *Westlaw* (December 2020)
- "Fraudulent Unemployment Claims: What Should Employers Do?," *New Orleans CityBusiness* (December 2020)
- "Fraudulent Unemployment Claims on the Rise: What Should Employers Do?," republished November 23, 2020 in *SHRM* (November 16, 2020)
- "Baker's Dozen: Remembrances of RBG," *Women's Initiative Newsletter* (October 2020)
- "The AI Revolution is Starting to Impact the Workplace," (February 2020); republished by *Westlaw Journal Employment* (March 2020)
- "Labor & Employment Law Update," Louisiana Association of Defense Counsel Newsletter (February 2020)

- "National Labor Relations Board's Recent Rulemaking Agenda," republished by *Westlaw Journal Employment* (July 2019)
- "DOL's Final Rule on Association Health Plans Aims to Help Small Businesses and Self-Employed" (September 2018)
- "Supreme Court Roundup: A Look Back – and Ahead – for Employment Law" (July 2018)
- "How to Avoid Costly Improper Pay Practices: The \$50 Million Question" (May 2018)
- "Supreme Court Holds that Class Action Waivers in Employee Arbitration Agreements are Enforceable" (May 2018)
- "Emerging Issues in Retaliation and Whistleblower Law," CLE Presentation and Paper, Louisiana State Bar Association 2016 Employment Law Update (August 2016)



Speaking Engagements

- "The Great Workplace Transformation: New Thoughts on Policies, Pay, and Prevention" (November 2022)
- "Travel Tuesdays: Doing Business in Louisiana," Employment Law Alliance Podcast (January 2022)
- "Wage and Benefits Issues," National Business Institute's Mini Law School for HR Professionals Seminar (November 2021)
- "Discipline and Discharge: Best Practices," National Business Institute's Mini Law School for HR Professionals Seminar (November 2021)
- Panelist – "Coping with the New Normal in the Workplace - What Louisiana Employers Need to Know Now," Baton Rouge Bar Association In-House Lawyer CLE (October 2020)
- "Discipline and Discharge: Best Practices," National Business Institute's Mini Law School for HR Professionals Seminar (August 2020)
- Co-presenter – "Selected Developments in Employment Law," Louisiana Association of Defense Counsel (LADC)/Texas Association of Defense Counsel (TADC)/Alabama Defense Lawyers Association (ADLA) Joint Winter Seminar (February 2020)
- Panelist – "Labor and Employment Law Legal Updates," LADC Practice Group CLE, Baton Rouge, Louisiana (July 2019)
- "Using Handbook Policies to Safeguard against Discrimination, Harassment and Retaliation," National Business Institute's Louisiana Employment Law CLE seminar (December 2018)
- "Ethical Issues in Employment Law," National Business Institute's Louisiana Employment Law CLE seminar (December 2018)
- Panelist – "Real Practice Tips for Young Lawyers," LADC Seminar (September 2018)
- "Imperative Information Every Employee Handbook Should Contain," National Business Institute's "Human Resource Law from A to Z" Seminar (August 7-8, 2018)
- "Hot Topics in Labor and Employment Law," LADC/TADC Winter Seminar (February 2018)
- Panelist – "Motion Practice Across State Lines," LADC/TADC Winter Seminar (February 2018)
- Co-presenter – "The Supreme Court's Upcoming Look at Class Action Waivers in Arbitration Agreements," ABA/ EEO Committee for Liaison with EEOC, OFCCP, and DOJ (April 2017)
- "Building your Business as a Young Lawyer," LADC Young Lawyer Committee's October CLE (October 2016)
- "Best Advice on Managing Client Relations," LADC Winter Seminar (January 2016)
- "Recent Developments in Louisiana Law," LADC North Louisiana Seminar (February 2014)
- "Employment Law Update," LADC North Louisiana Seminar (February 2013)



Webinars

- Workplace Bullying 101 for HR Professionals (June 2022)
- Anti-Harassment 101 for HR Professionals (March 2022)
- Employee Benefits Update (March 2022)

- Dancing with the Supremes: Supreme Court Cases Impacting Employers (October 2019)
- Dancing with the Supremes: Decisions in the 2017 – 2018 Supreme Court Term Impacting Employers (June 2018)



Education

- Paul M. Hebert Law Center, Louisiana State University, J.D., 2012, magna cum laude
 - Judicial extern to Judge James J. Brady in the U.S. District Court for the Middle District of Louisiana
- Louisiana State University, B.S. in Accounting, 2009, magna cum laude



Admissions

- Louisiana, 2012
- U.S. Court of Appeals for the Fifth Circuit
- U.S. District Courts for the Eastern, Middle and Western Districts of Louisiana
- U.S. District Court for the Western District of Texas
- U.S. District Court for the District of Colorado