



## 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.

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As an employment attorney, Ms. Liner defends clients in complex litigation matters brought under Title VII, the FMLA, the ADA, the ADEA, the FLSA, and the FELA, among other laws. Ms. Liner defends clients with regard to other employment-related tort claims, including claims related to drug testing policies and programs. She works closely with clients in all industries and regularly represents clients in the construction, education, health care, and financial services industries.

With an understanding of the unique issues of each of these industries and with the eye of an employment litigator, she provides practical advice to clients facing workplace challenges in an effort to position clients to avoid employment litigation altogether. Such advice ranges from leave and accommodation issues under the ADA, FMLA, PWFA and related state and local laws to discipline and terminations/discharge, to employee policy and handbook implementation and enforcement, to strategic compliance planning under various federal and state employment laws. Ms. Liner also 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), the Texas Workforce Commission (TWC), the Office of Federal Contract Compliance Programs (OFCCP), and the Department of Labor (DOL).

Furthermore, Ms. Liner is well versed in drafting and enforcing employee non-competition and non-solicitation agreements and assisting clients in implementing additional tools to protect their competitive advantage in light of the FTC and other attacks on such restrictive covenants. She also is knowledgeable in developing, drafting, and enforcing employee arbitration and alternative dispute resolution programs and has assisted clients in successfully using such programs.

Ms. Liner is one of the first [Employment Law Specialists](#) approved for board certification in 2023 by the Louisiana Board of Legal Specialization.

### Representative Matters

- Experience obtaining injunctive relief and enforcing non-compete and non-solicitation agreements on behalf of corporate clients.
- Achieved favorable judgment 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.
- Defended a global insurance company against claims of sexual harassment and retaliation by a contract employee. Successfully enforced the parties' arbitration agreement and obtained a complete defense verdict following arbitration.
- Defended an industrial services company against an employee's claims of racial discrimination and retaliation. Won summary judgment on all of the employee's claims except one.



## Professional Honors & Activities

- Listed in *Best Lawyers: Ones to Watch® in America* for Labor and Employment Law - Management (2023, 2024)
- Selected to Louisiana Super Lawyers as a Rising Star in Employment & Labor (2019 – 2020); Employment Litigation: Defense (2021 – 2025)
- Adjunct Professor – Louisiana State University, School of Leadership & Human Resources Development (2021 – present)
- Baton Rouge Area Chamber Leadership Class of 2023
- 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

- "One More Time? DOL's Proposed Rule to Increase Salary Thresholds Again" (August 2023)
- "Baker's Dozen: What Are Your Best "Balance" Tips?," *Women's Initiative Newsletter* (June 2023)
- "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)
- "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)
- "Emerging Issues in Retaliation and Whistleblower Law," CLE Presentation and Paper, Louisiana State Bar Association 2016 Employment Law Update (August 2016)



## Speaking Engagements

- Guest – "The US Department of Labor's New Overtime Rule and What It Means for Employers," Employment Law Alliance Podcast (May 2024)
- "Top 10 Labor and Employment Issues Now and on the Horizon," Baker Donelson Mardi Gras Seminar (February 2024)
- Guest – "Artificial Intelligence in the U.S. Workplace," Employment Matters – Employment Law Alliance Podcast (September 2023)
- "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

- Beyond the Basics: Sharpening Your FMLA Tool Kit (August 2023)
- What You Need to Know: Preparing for the EEOC's Five-Year Focus on the Construction Industry (July 2023)
- Workplace Bullying 101 for HR Professionals (June 2022)
- Anti-Harassment 101 for HR Professionals (March 2022)
- Employee Benefits Update (March 2022)



## 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