

Holly E. Courtney

Senior Associate

Overview

Holly concentrates her practice on labor and employment disputes and counsel. As a litigator, she mounts forceful and persuasive defenses before federal and state courts and administrative agencies on behalf of employers. As an advisor, she helps management develop and maintain compliant employee policies.

Holly's focus includes issues related to:

- Discrimination, including harassment and retaliation
- Drug and alcohol testing
- Employee leave
- Wage and hour law
- Workers' compensation
- Unemployment insurance
- The National Labor Relations Act
- Restrictive covenants
- Employee handbooks and policies
- Separation and severance agreements

Holly came to Michael Best as a summer associate. Before joining the firm, she was a judicial intern to the Hon. David T. Prosser, Jr. with the Wisconsin Supreme court and later to the Hon. Richard J. Sankovitz of the Milwaukee County Circuit Court. She has also served as a mediator in the Milwaukee County Circuit Court Small Claims Division.

Experience

Holly has achieved notable results in recent representations, including:

- Dismissal of a race discrimination complaint against a medical client
- Dismissal of a pregnancy discrimination complaint against a daycare provider



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Industries

CBD Products

Cannabis

Practices

Employment Litigation

Employment Policies, Practices &
Audits

Labor & Employment Relations

Unfair Competition & Trade Secrets

- Dismissal of a religious discrimination complaint against a client in the hotel industry
- Favorably settling a Family and Medical Leave Act (FMLA) and age discrimination complaint against a nuclear power provider
- Dismissal of an unpaid wages complaint against a telecommunications client
- Dismissal of an arrest/conviction record discrimination complaint lodged against a bank client
- Obtaining a settlement on a retaliation for reporting complaint against a healthcare client
- Drafting a nationwide drug testing policy for an industrial manufacturing client
- Drafting a multi-state paid time off policy covering various paid sick leave laws
- Dismissal of a sex discrimination and unequal pay complaint against a telecommunications client

Professional Activities

- Pathfinder, Leadership Council on Legal Diversity, 2020
- Member, American Bar Association
- Member, State Bar of Wisconsin
- Member, Dane County Bar Association
- Member, Elevate Network

Education

- Marquette University Law School, Juris Doctor (J.D.), *cum laude*, 2013
- University of Wisconsin-Madison, Bachelor of Arts (B.A.), 2009

Admissions

- Wisconsin
- United States District Court, Western District of Wisconsin
- United States Court of Appeals, Sixth Circuit
- United States District Court, Eastern District of Wisconsin

Community Involvement

- Development Board Member, Dane County Humane Society
- Board Member, Capital K9s
- Volunteer Attorney, Student Expulsion Prevention Project
- Women's Leadership Council member, United Way of Dane County
- Volunteer Attorney, Dane County Small Claims Assistance Program
- Volunteer Attorney, Marquette University Law School Small Claims Mediation Clinic

