HUSCH BLACKWELL



Geoff Trotier

PARTNER

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OVERVIEW

Geoff has established a successful track record for preserving the corporate value of employers embroiled in employment disputes.

Geoff provides employers with nearly two decades of experience in handling a broad range of labor and employment law challenges. He is a noted litigator, advocating for clients before government agencies and in the courtroom, and also counsels clients on how to avoid litigation altogether through the design and implementation of programs that manage risk and liability.

Geoff proactively assists his clients with many diverse labor and employment issues, including:

- Advising on and defending Fair Labor Standards Act (FLSA) and other wage/hour class actions and collective actions;
- Avoiding and defending discrimination claims:
- Advising on reasonable accommodation and return-to-work issues;
- Drafting, enforcing and litigating non-compete agreements and restrictive covenants;
- Pursuing and defending against claims in connection with trade secrets;

Industry

Financial Services & Capital Markets

Services

Class Action Defense

Employment Class & Collective Actions

Employment Litigation Defense

HR Consultation & Training

Labor & Employment

Litigation & Alternative Dispute Resolution

Non-Competes & Restrictive Covenants

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- Defending against wrongful termination claims;
- Advising clients on Family and Medical Leave Act (FMLA) and other employee leave issues;
- Advising on matters involving the Occupational Safety and Health Agency (OSHA);
- Providing training in human resource matters.

Geoff provides real-world legal advice that helps companies navigate the ever-evolving labor and employment law landscape. He is comfortable working with his clients' internal legal and human resources professionals and serving as primary outside counsel capable of integrating labor and employment challenges into the wider framework of corporate concerns.

Experience

LITIGATION

- Geoff obtained a directed verdict for a healthcare client in a wrongful discharge case, receiving dismissal of a complaint brought under a rarely-used common law claim.
- Geoff successfully argued in front of the Seventh Circuit Court of Appeals for application of the outside sales exemption and combination exemption under the Fair Labor Standards Act, saving his client from significant overtime liability.
- Geoff has resolved dozens of FLSA/wage & hour class and collective actions before trial, saving his clients substantial resources.
- Geoff has enforced several noncompetition and nonsolicitation agreements for a variety of industries, including event sales, healthcare, OEM products, direct marketing, and construction.
- Geoff has achieved early dismissal of numerous discrimination and retaliation claims in multiple jurisdictions through summary judgment and motions to dismiss.

COUNSELING

- Geoff routinely makes use of his experience defending wage claims to design audit processes for employers to assess and mitigate their risk of overtime actions.

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Experience

- Geoff regularly works with employers to help return injured, ill, or disabled employees back to the workforce, balancing leave and accommodation issues with business need and strategy.
- Geoff assesses the enforceability of restrictive covenants for potential job candidates, finding strategies to minimize risk while taking advantage of opportunities to add talent to client businesses.
- Whether because of a business sale or just a periodic downturn, Geoff advises employers on strategies to safely address employees in transition.

Recognition

- *The Best Lawyers in America*®
  - Employment Law - Management, 2024-2027
  - Labor Law - Management, 2024-2027
  - Litigation - Labor and Employment, 2023-2027

Education

- J.D., University of Minnesota Law School
- M.M., University of Cincinnati College-Conservatory of Music
- Artist Diploma, University of Cincinnati College-Conservatory of Music
- B.M., Northwestern University

Admissions

- Wisconsin

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Community Leadership

- Wisconsin Intergenerational Orchestra, Board of Directors
- Milwaukee Area Technical College, Human Resource Advisory Committee



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