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PRIMARY SERVICES

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Overview

Bridget represents employers of all sizes, both in state and federal courts as well as before administrative agencies.

Bridget is a leading litigator whose practice focuses on employment law. She counsels employers in human resources policies and procedures, employment discrimination, FMLA, ADA, wage & hour, NLRA issues and union organization. She also assists employers with employment-related immigration issues.

Experience

- *Sommese v. American Bank & Trust*, 859 N.W.2d 672 (Iowa Ct. App. 2015)
- *American Bank & Trust Co., NA v. Leyden*, 2013 WL 6405161 (Iowa Ct. App. 2013)
- *SCS Property Management, LLC v. Vokes*, 836 N.W.2d 152 (Iowa Ct. App. 2013)
- *S&A Farms, Inc., v. Farms.com, Inc.*, 678 F.3d 949 (8th Cir. 2012)
- *Davis v. TPI Composites, Inc.*, 2011 WL 3706560 (S.D. Iowa 2011)
- *Gibler v. Rosenman's, Inc.*, 798 N.W.2d 737 (Iowa Ct. App. 2011)
- *Ajuoga v. Adventure Lands of America, Inc.*, 791 N.W.2d 427 (Iowa Ct. App. 2010). Successfully obtained summary judgment for employer on pregnancy discrimination claim.
- *Groves v. Cost Planning and Management, Inc.*, 372 F.3d 1008 (8th Cir. 2004). Successfully obtained summary judgment for employer on pregnancy discrimination claim.
- *Van Arkel v. Warren County*, 365 F.Supp.2d 979 (S.D. Iowa 2005). Successfully obtained summary judgment for defendant on age discrimination, gender discrimination, breach of contract and Iowa Wage Payment Collection Law claims.
- *Libel v. Adventure Lands of America, Inc.*, 482 F.3d 1028 (8th Cir. 2007). Successfully obtained summary judgment for employer on ADA and ERISA claims.
- *Henthorn v. Capitol Communications, Inc.*, 359 F.3d 1021 (8th Cir. 2004). Successfully represented individual defendant in sexual harassment claim.

- *In Re Archer Daniels Midland Co.*, 333 NLRB 673 (2001). Successfully represented employer in bargaining unit clarification case.
- *McQuiston v. Great Plains Protein*, (2010). Tried pregnancy discrimination case to jury verdict in favor of employer.
- *Ruby v. Webster County*, Webster County Civil Service Commission (2008). Successfully defended Webster County sheriff in multiday Civil Service Commission hearing.
- Argued age discrimination, sexual harassment and pregnancy discrimination cases before the U.S. Court of Appeals for the Eighth Circuit and obtained decisions affirming awards of summary judgment for employers.
- Perfect record in guiding employers in combating union organizing campaigns.
- Obtained NLRB dismissal of unfair labor practice charges.
- Files numerous H-1b petitions and labor certifications annually with USCIS.
- *Katsar v. Pioneer Hi-Bred Int'l, Inc.*, (S.D. Iowa 2006). Tried disability discrimination, harassment and retaliation case to federal jury verdict in favor of employer.

Articles & Presentations

Employer Confidentiality Rules and Other Policies: NLRB Report Discusses Lawful and Unlawful Language

March 30, 2015

By [Krista A.P. Hatcher](#), [Bridget R. Penick](#), [Richard A. Ross](#) & [Karen G. Schanfield](#)

On March 18, 2015, the National Labor Relations Board's General Counsel issued a 30-page [memorandum](#) (GC Memorandum) offering guidance on several common employer policies and handbook rules. In recent years, the NLRB has aggressively scrutinized and challenged employers' rules covering a variety of topics. The GC Memorandum provides useful information for nearly all employers, whether unionized or not.

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Adjuncts and Athletes: Unions and the Academy

April 8, 2014

By [Karen G. Schanfield](#), [Richard A. Ross](#), [Bridget R. Penick](#) and [Krista A.P. Hatcher](#)

College administrators, coaches, and many of the rest of us were surprised to learn that scholarship football players at Northwestern University are "employees" for purposes of the National Labor Relations Act and thus may vote on representation by the College Athletes Players Association, affiliated with the United Steelworkers.

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Making Up For Lost Time: The NLRB's Ambitious Agenda

March 3, 2014

By [Krista A.P. Hatcher](#), [Bridget R. Penick](#), [Richard A. Ross](#) and [Karen G. Schanfield](#)

For the first time in nearly a decade, the National Labor Relations Board has its full complement: five members who have been confirmed by the Senate.

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PUBLICATIONS & PRESENTATIONS

- Presenter, “Legislative, Administrative, and Executive Employment Law Developments,” Iowa State Bar Association Bridge the Gap Seminar, May 14, 2015
- Presenter, “Help Wanted: Understanding the HR Implications of a Growing Workforce,” Fredrikson & Byron and Banker’s Trust Breakfast Series Part 3, Des Moines, Iowa, December 4, 2014
- Presenter, “Employment Law Update,” Polk County Bar Association Fall CLE, November 21, 2014
- Presenter, “New Legislative, Administrative and Executive Developments,” Fredrikson & Byron’s Employment Law Seminar, Des Moines, Iowa, October 7, 2014
- Presenter, “The Ins and Outs of Personnel Files,” Fredrikson & Byron’s Employment Law Seminar, Des Moines, Iowa, October 7, 2014
- Co-Presenter, “Documenting the M&A Deal,” Fredrikson & Byron’s Bank and Finance Seminar: Key Developments that Every Banker Should Know, August 20, 2014
- Presenter, “Immigration Law for Businesses,” 2014 Bridge the Gap Seminar, Des Moines, Iowa, May 8, 2014
- Presenter, “Privacy in the Workplace,” Central Iowa Chapter of the Society for Human Resource Management, Training for HR Law Series, West Des Moines, Iowa, February 24, 2014
- Co-Presenter, “Dos and Don’ts of Labor Law,” ABC of Iowa, Des Moines, Iowa, November 1, 2013
- Co-Presenter, “Case Study: Employee and Labor Relations,” Central Iowa Chapter of the Society for Human Resource Management, HR Professional Development Day, Des Moines, Iowa, October 25, 2013
- Presenter, “Understanding the FMLA: Training for CISHRM Law Related Certificate Program,” Central Iowa Chapter of the Society for Human Resource Management, HR Related Series, Des Moines, Iowa, October 14, 2013
- Panel Member, “To Lean In, or Not to Lean In: Advancing Leadership Roles for Women,” Iowa State Bar Association Annual Meeting, Des Moines, Iowa, June 20, 2013
- Panel Member, “Professionalism in the Courtroom,” Iowa State Bar Association Annual Meeting, Des Moines, Iowa, June 19, 2013
- Panel Member, “How to Make the Most of Leadership Positions,” Iowa Organization of Women Attorneys, Des Moines, Iowa, May 3, 2013
- Presenter, “Rule: We Don’t Need No Stinkin’ Rules,” Blackstone Inn, Des Moines, Iowa, April 18, 2013
- Presenter, “Focus on Workplace Flexibility (Telecommuting),” Central Iowa Chapter of the Society for Human Resource Management, Des Moines, Iowa, February 7, 2013
- Group Leader, “Litigation Feud,” Blackstone Inn, Des Moines, Iowa, February 16, 2012
- Presenter, Davis-Bacon Seminar, Associated Builders & Contractors of Iowa, Altoona, Iowa, September 28, 2011
- Presenter, “Firm/Employee Manuals,” Iowa State Bar Association’s General Practice Solo & Small Firm Seminar, Council Bluffs, Iowa, July 28, 2011
- Presenter, “FMLA Update Panel,” Midwinter Meeting of the American Bar Association Labor & Employment Law Section’s Fair Labor Standards Legislative Committee, Puerto Vallarta, Mexico, February 25, 2011
- Presenter, “2010 Employment Law Update” and “Firm/Employee Manuals,” Iowa State Bar Association’s General Practice Solo & Small Firm Seminar, Moravia, Iowa, August 5, 2010

Honors & Education

EDUCATION

- University of Iowa College of Law, J.D., 1998, *with high distinction*
- Central College, B.A., 1995, *magna cum laude*

BAR ADMISSIONS

- Illinois, 1998

- Iowa, 2002
- U.S. Court of Appeals for the Eighth Circuit, 2002
- U.S. District Court for the Southern District of Iowa, 2002
- U.S. District Court for the Northern District of Iowa, 2002
- U.S. District Court for the Northern District of Illinois, 1998

HONORS

- *Martindale-Hubbell*, AV Preeminent® Peer Review Rated
- *The Best Lawyers in America*, 2010-2015
- *The Best Lawyers in America*, Des Moines Litigation – Labor and Employment Lawyer of the Year, 2015
- *Chambers USA: America's Leading Lawyers for Business*, Iowa – Labor and Employment, 2008-2015
- *Chambers USA: America's Leading Lawyers for Business*, Iowa – Immigration, 2010-2013, 2015
- Central College Alumni Award for personal, civic and professional integrity and accomplishment, 2012
- Participant/Honoree, American Bar Association Labor and Employment Law Section Leadership Development Program, 2011
- Young Lawyers Division Award of Merit Recipient, Iowa State Bar Association, 2011
- Des Moines Business Record, 40 Under 40, 2009



Professional Activities

PROFESSIONAL ACTIVITIES

- President-Elect, Board of Directors, Polk County Bar Association (past Vice President and Secretary), 2008-present
- Member, Annual Meeting Committee, Iowa State Bar Association, 2011-present
- Council Member, Section of Labor & Employment, Iowa State Bar Association, 2004-present
- Vice Chair, Continuing Legal Education Committee, Iowa State Bar Association, 2006-2010
- President, Young Lawyers Division, Iowa State Bar Association, 2007-2008
- District 5C Representative to Executive Council, Young Lawyers Division, Iowa State Bar Association, 2003-2005
- Professional Development Committee Co-Chair, Young Lawyers Division, Iowa State Bar Association, 2004-2005
- Volunteer Mock Trial Judge, Iowa State Bar Association
- Member, American Bar Association
- Member, Labor and Employment Law Section, American Bar Association
- Fellow, Labor and Employment Law Section's Federal Labor Standards Legislative Committee, American Bar Association, 2008-2009
- Vice Chair, Young Lawyers Division Labor and Employment Law Committee, American Bar Association, 2008-2009
- Member, Advisory Panel, American Bar Association, 2006-present
- Member, Litigation Section, American Bar Association
- Iowa Supreme Court Grievance Commission member
- Iowa Legal Aid Central Iowa Advisory Council, 2014-present
- Charter Fellow, Litigation Counsel of America™
- Senior Counsel, Blackstone Inn of Court
- Member, Polk County Women Attorneys
- *Iowa Law Review*, Managing Editor, 1997-1998

COMMUNITY

- Volunteer Lawyer, Polk County Volunteer Lawyers Project
- Volunteer, *The Nutcracker Production*, Ballet Des Moines
- Ballet Des Moines, Board of Directors, 2014-present
- Girls Rock!DSM Board of Directors (secretary), 2014-present
- Woodland Creek Reserve Homeowners Association (secretary), 2014-present

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