



TODD A. FREDRICKSON

Partner

Denver

303.218.3650

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Service Focus

- Labor Relations
- Litigation and Trials
- Wage and Hour

Industry Focus

- Construction
- Education
- Energy
- Higher Education

OVERVIEW

Todd Fredrickson is a partner in the Denver office.

Todd is one of a small number of Denver labor attorneys who practice traditional labor law, representing employers in union campaigns, contract negotiations, grievance arbitrations and unfair labor practice charges. He also tries employment cases before juries, judges, and arbitrators. His practice involves representing employers in various matters arising under such laws as Title VII, Americans with Disabilities Act (ADA), Family and Medical Leave Act (FMLA), Age Discrimination in Employment Act (ADEA), National Labor Relations Act (NLRA), and Fair Labor Standard Act (FLSA).

Todd regularly counsels clients on a spectrum of personnel management issues, with the goal of avoiding litigation. To that end, he advises employers on developing and enforcing proper policies, employee handbooks, and employment and compensation agreements.

Todd also counsels employers on compliance with federal and state wage and hour laws. Much of his practice focuses on training supervisors, managers, and other employees on such issues as sexual harassment, discrimination, employee discipline and discharge, and investigation of employee grievances.

Todd is "AV" Peer Review Rated by Martindale-Hubbell and has been included in the *Colorado Super Lawyers* list since 2006. He has also been listed in *Chambers USA, America's Leading Business Lawyers* since 2009 and in *The Best Lawyers in America* since 2012.

He was recognized as an Employment Law – Management Lawyer of the Year by *Best Lawyers in America* for 2014, 2017, and 2019. Todd was also selected as a BTI Consulting Group Client Service All-Star for 2011 and was named the "People's Choice" selection as the Best Employment Lawyer in Barrister's Best by Law Week Colorado six years in a row beginning 2011 and again in 2021. He was also named to *5280* magazine's list of *Top Lawyers* since 2008.

Recent Experience

- Represented hotel, various restaurants, and resort in collective actions under the Fair Labor Standards Act.
- Represented various municipalities and housing authority in re-negotiation of collective bargaining agreements with locals of SEIU, FOP, IAFF, and AFSCME.
- Represented rail services company in negotiation of first contracts with various local unions of the International Union of Operating Engineers in Texas and Wyoming.
- Represented various employers/companies in defense of cases involving allegations of sexual and racial harassment, breach of an executive employment agreement, union organizational activities, and misappropriation of trade secrets.
- Represented industrial construction company in unfair labor practice charges filed in Kentucky, Louisiana, Washington, and Wyoming.
- Represented commercial real estate developer in labor and employment due diligence for purchase of business and assumption of employment liabilities.
- Represented automobile dealership against group of 19 plaintiffs, as well as large restaurant chain in employee claims for unpaid wages and overtime.

- Represented property management company and developer in nationwide audits conducted by U. S. Department of Labor.
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Credentials

Education

- University of Colorado School of Law, J.D., 1991
- University of Colorado Boulder, B.A., 1987

Bar Admissions

- Colorado

Court Admissions

- Colorado Court of Appeals
- Colorado Supreme Court
- U.S. Court of Appeals for the District of Columbia Circuit
- U.S. Court of Appeals for the Tenth Circuit
- U.S. District Court for the District of Colorado

Languages

- Spanish
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Recognitions

- *Benchmark Litigation* 2023 – Labor & Employment Star
- Named, *Best Lawyers “Lawyer of the Year”*, Employment Law - Management (2024)
- Named, *Best Lawyers “Lawyer of the Year”*, Litigation - Labor and Employment (2024)
- Recognized in *The Best Lawyers in America* (2012 – 2026)
- *Chambers USA*, Labor & Employment (2009 – 2025)
- Listed in Law Week Colorado’s “Barrister’s Best” in the category of Employment Lawyers – Defense

- Recipient, 2019 Distinguished Achievement – Private Practice Alumni Award, University of Colorado Law School
 - Selected to *Colorado Super Lawyers* list since 2006
 - Recipient, 2005 Christopher A. Miranda Outstanding Hispanic Lawyer, Colorado Hispanic Bar Association
 - Recipient, 2003 Richard Marden Davis Award, Denver Bar Foundation
 - Recipient, 1999-2000 INROADS Corporate Achiever Award
 - Recipient, 1998 Distinguished Alumnus Award, University of Colorado Hispanic Alumni Association
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Affiliations

Professional Activities

- Member, Colorado Lawyers Committee Education Task Force
- Member, Hispanic Alumni Association
- Chair, Colorado Pledge to Diversity Law Firm Group (2003-2005)
- Chair, University of Colorado School of Law Alumni Board (2004)
- President, Colorado Hispanic Bar Association (1999)

Community Activities

- Past President and Member, Urban Peak Board of Directors
- Vice-President, Denver Children's Home Board of Directors
- Founder and Mentor, Horace Mann Mentoring Program
- Career Counselor, CHBA Education Committee
- Team Leader, CHBA Ride-the-Rockies Program
- Co-Founder, Legal Night at El Centro Bienestar
- Board Member, Center for Legal Inclusiveness
- Past Chair and Former Board Member, National Sports Center for the Disabled Board of Directors

INSIGHTS

News

Jun 5, 2025

Fisher Phillips Earns Top Rankings in 2025 Edition of Chambers USA

News

Oct 3, 2024

Construction Co-Chairs Forecast How AI Will Impact Workplaces Across the Industry

Insights

Jul 25, 2024

Breaking Ground After Chevron Demolished: What Construction Employers Can Expect in This Next Phase

Event

Jun 20, 2024

Labor Relations Issues That Keep Contractors Up At Night

News

Jun 10, 2024

Fisher Phillips Earns Top Rankings Again as a Leading Firm in Labor and Employment Law by Chambers USA

Event

Apr 25, 2024

Top Labor & Employment Issues That Keep Contractors Up at Night