

JULIE T. BITTNER, PARTNER - WEST DES MOINES



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PRACTICE AREAS

- Employment, Labor & ERISA
- Litigation

BIOGRAPHY

Julie T. Bittner litigates as lead counsel with respect to employment and civil litigation matters. She has employment law experience in the defense of discrimination, harassment, retaliation and wrongful termination claims brought at the administrative level, as well as in state and federal court. She has litigation experience at the appellate level.

Ms. Bittner routinely counsels employers about their employment practices, including employee handbooks, contracts, policies and procedures. She conducts complex internal investigations and provides training and counsel on a wide spectrum of issues involving state and federal employment laws including specifically workplace diversity and inclusion.

In her general litigation practice, Ms. Bittner represents and defends corporate clients in litigation involving auto accidents, premises liability, products liability and financial services litigation.

Prior to joining MWH Law Group LLP, Ms. Bittner was an associate then partner at one of the largest minority-owned law firms in the country. There, she worked in the labor and employment group. Ms. Bittner began her legal career in Omaha, Nebraska working on complex civil litigation. Before pursuing her legal career, Ms. Bittner worked in Southern California in various human resources capacities.

PROFESSIONAL EXPERIENCE

- **MWH Law Group LLP**, Partner, February 2016 – Present
- **Gonzalez Saggio & Harlan LLP**, Partner, January 2015 – February 2016
- **Gonzalez Saggio & Harlan LLP**, Associate Attorney, September 2009 – December 2014

EDUCATION

- Saint Louis University School of Law, J.D.
- University of San Diego, B.A.

ADMISSIONS

- Iowa
- Nebraska
- U.S. District Court, Northern and Southern Districts of Iowa
- U.S. District Court of Nebraska

PROFESSIONAL MEMBERSHIPS

- Iowa State Bar Association
- Central Iowa Chapter of the Society for Human Resource Management (CI-SHRM)

HONORS

- Editor of Saint Louis University Law Journal
- Great Plains Rising Star, Super Lawyers® (2015-2017)

PUBLICATIONS

- Best Practices in Records Retention and Litigation Holds, May 2017 – MWH Law Group Blog
- Electronic submission of injury and illness data becomes employers' new reality, January 2017 – MWH Law Group Blog
- Conditions are Ripe for Equal Pay and Pay Discrimination Claims, October 28, 2015
- Rules, Regulations, and Litigation are Shaping the Payroll Landscape, June 24, 2015
- Conducting Effective Employee Performance Reviews, February 26, 2015
- Knowing When, and Why, to Say "Maybe You Should See Someone.", October 29, 2014
- Working Through Lunch, February 27, 2014
- Dealing with Unpleasant Odors in the Workplace, October 31, 2013
- Should All Employee Absences Be Treated Equal?, September 19, 2013
- The Accommodation of "Last Resort", February 7, 2013
- 'Tis the Season for Avoiding Holiday Liability, December 14, 2012
- A Primer on Family Responsibilities Discrimination, August 1, 2012
- Operating Without Written Job Descriptions? Proceed at Your Own Peril, February 22, 2012
- When Teasing Goes Too Far, October 19, 2011
- When Facebook Gets Unfriendly – Social Networking Postings May Constitute Protected Activity, March 30, 2011
- Being Compassionate But Cautious – Workplace Conversations Under The Genetic Information Non-Discrimination Act, December 1, 2010