



## Colin L. Barnacle

Partner  
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Colin is a seasoned attorney with over 20 years of experience in the traditional labor and employment law space. He focuses on both traditional labor matters, including union issues and elections, as well as a broad spectrum of employment law, ranging from discrimination and harassment to disability, FMLA, and issues related to non-compete agreements and trade secret misappropriation. Colin also has vast experience successfully representing clients in federal and state wage and hour class actions across the country. With a balanced approach, Colin provides his clients with both strategic advice and litigation support in all areas.

His client base spans from Fortune 500 companies across the country to local small businesses, representing a wide range of industries and needs. Colin's practice is deeply rooted in practical, business-oriented solutions, a skill he honed during five years in-house as the head of international labor and employment for two large, publicly traded companies. He credits this experience as the most pivotal of his career, providing him with invaluable insight into how corporations view and approach legal challenges. This exposure allowed him to develop a keen ability to tailor legal advice that resonates with his clients' business goals and practical realities.

Colin's focus on understanding and adapting to his clients' needs sets him apart. Having worked both as an external advisor and as part of a corporate team, he is uniquely equipped to relate to his clients' perspectives and challenges, ensuring that his legal strategies align with their operational priorities.

Outside of work, Colin is a passionate sports fan, particularly of the Denver Broncos, and enjoys attending various sporting events. He also considers himself to be a dog whisperer and is an avid admirer of Frank Lloyd Wright's architectural legacy.

### Services

- Employment
- Labor
- Litigation
- Employment Discrimination Litigation
- Affirmative Action Plans/OFCCP Compliance

- Audits, Counseling & Training
- Class Action
- Collective Bargaining Negotiations
- NLRB Issues
- Occupational Safety & Health Administration
- Strike Preparation/Litigation
- Wage/Hour Law
- Workplace Safety
- Wrongful Discharge

## **Education**

- University of Denver Sturm College of Law (J.D., 2001)
  - Order of St. Ives
  - Denver University Law Review, General Editor
- Amherst College (B.A., *cum laude*, 1998)
  - Political Science

## **Bar Admissions**

- Colorado

## **Court Admissions**

- U.S. District Court for the District of Colorado