



## Heather Rider Hammond, Shareholder

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Heather Rider Hammond joined Gravel & Shea as an associate in 2001 after graduating from Vermont Law School. She represents the firm's corporate clients in all aspects of the employment relationship. Her services range from the defense of employment-related claims in legal and administrative proceedings to counseling management on compliance issues and best practices. Additionally, Heather speaks frequently on a wide variety of employment topics to various employer groups, including on-site management and supervisory training for the firm's clients.

### EDUCATION

Vermont Law School, J.D. 2001, *summa cum laude*

Senior Head Notes Editor, *Vermont Law Review*

Middlebury College, B.A. 1993, *cum laude*

### HONORS

Named 2023 Burlington Lawyer of the Year for Employment Law – Management in *The Best Lawyers in America*®

Named 2021 Burlington Lawyer of the Year for Litigation – Labor and Employment in *The Best Lawyers in America*®

Named 2018 Burlington Lawyer of the Year for Employment Law – Management in *The Best Lawyers in America*®

Named 2017 Burlington Lawyer of the Year for Litigation – Labor and Employment in *The Best Lawyers in America*®

Listed in *The Best Lawyers in America*® since 2014

Listed in *Chambers USA: America's Leading Lawyers for Business* since 2016

Listed in *New England Super Lawyers*

### MEMBERSHIPS & AFFILIATIONS

Member, Chittenden County, Vermont and American Bar Associations

### PUBLICATIONS

*The American Rescue Plan Act Makes Significant Changes to COVID-Related Paid Leave and Brings Back COBRA Subsidies*, Client Bulletin (2021)

*FFRCA Ends, But Payroll Tax Credits Continue*, Client Bulletin (2020)

*United States Department of Labor Issues Important New FFCRA Regulations*, Client Bulletin (2020)

*United States Department of Labor Issues Guidance on Implementation of FFCRA*, Client Bulletin (2020)  
*When COVID-19 Hits Your Workplace – Some FAQ’s*, Client Bulletin (2020)  
*Department of Labor Issues Final Rule On Overtime Salary Threshold – AGAIN!*, Client Bulletin (2019)  
*Vermont Passes Workplace Social Media Privacy Law*, Client Bulletin (2017)  
*Vermont Passes Important New Law Expanding Rights for Pregnant Employees*, Client Bulletin (2017)  
*President Obama Signs Defend Trade Secrets Act, With Immediate Effect on Confidentiality and Other Types of Non-Disclosure Agreements*, Client Bulletin (2016)  
*Vermont Legislature Passes Paid Sick Leave Bill*, Client Bulletin (2016)  
*Department of Labor Issues Final Rule on Overtime Salary Threshold*, Client Bulletin (2016)  
*Vermont Legislature Passes Legislation Prohibiting Employers from Requiring Disclosure of Job Applicants’ Criminal History*, Client Bulletin (2016)  
*Department of Labor Proposed Rule to Raise Overtime Salary Threshold*, Client Bulletin (2015)  
*Department of Labor Releases Final Rules on Affirmative Action for Veterans and Individuals with Disabilities*, Client Bulletin (2013)  
*U.S. Department of Labor: Employers Must Notify Employees of Health Insurance Exchange on or before October 1, 2013*, Client Bulletin (2013)  
*Vermont’s Equal Pay Law Enacts New Workplace Requirements for Employers*, Client Bulletin (2013)  
*Changes to FMLA Military Leave Regulations*, Client Bulletin (2013)  
*Vermont Supreme Court Finds That Employees Do Not Accrue Time Off During Parental and Family Leave*, Client Bulletin (July 2012)  
*News from the 2011-2012 Vermont Legislative Session: Important Changes and Opportunities for Employers*, Client Bulletin (June 2012)

#### PRESENTATIONS

Labor & Employment Law: Workforce Development in Vermont, Vermont Bar Association Annual Meeting (September 2018)  
Human Resources Seminar, Associated Industries of Vermont (January 2016)  
Employment Law 2015 Comprehensive Guide; Managing Employees’ Leaves of Absence, Monitoring Employees and Privacy Issues and Employer Risks, National Business Institute (April 2015)  
Hot Topics in Employment Law, Sterling Education Services, Inc. (January 2014)  
Recruitment and Retention, Lorman Seminar (July 2013)

#### SELECTED REPORTED CASES

*State v. Whitney*, 885 A.2d 1202 (2005)  
*Mann v. Levin*, 177 Vt. 261, 861 A.2d 1138 (2004)  
*Bergeron v. Boyle*, 176 Vt. 78, 838 A.2d 918 (2003)

BAR ADMISSIONS

Vermont (2001)

U.S. District Court, District of Vermont (2001)



**PRACTICE AREAS:**

- Affirmative Action Plans
- Compliance Audits
- Employment Discrimination
- Employment Litigation
- General Business Litigation
- General Management Advice
- Supervisory and Human Resources Training