



## **KEITH C. MIER**

### **Albuquerque Office**

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*Keith is a member of Butler Snow's litigation department and practices within the Labor and Employment Group.*

## **PRACTICE AREAS AND INDUSTRY TEAMS**

- Labor and Employment
- Administrative Law
- Alternative Dispute Resolution
- Business Torts and Unfair Competition
- Commercial Litigation
- Governmental Litigation
- Director and Officer Liability
- Financial Services Litigation
- Government Relations
- Oil and Gas Law
- Insurance
- Union Avoidance and Contract Negotiations
- White Collar Compliance and Governmental Investigations
- Gaming

## **EXPERIENCE**

- Practices primarily in the areas of Labor and Employment law, Healthcare, Corrections litigation, Indian law, Education law, Commercial Litigation and Creditors' Rights.
- Extensive experience in grievance and collective bargaining impasse arbitrations representing and defending.
- Serves as counsel for businesses in the energy, government contracting, healthcare, construction and manufacturing industry.
- Successfully represented numerous clients at injunction hearings involving non-compete agreement and trade secrets allegations.
- Regularly represents clients in contract, governance, regulatory and litigation matters.
- Regularly prosecutes and defends commercial lawsuits on behalf of his corporate clients, including contract disputes, lien issues, allegations of unfair business practice and ownership/partnership disputes.
- Advises clients on licensure, regulatory and litigation matters related to Indian and non-Indian gaming, and has substantial experience in sovereign immunity and tribal exhaustion cases.

- Provides legal and consulting services predominantly in the public sector in the areas of labor relations.
  - Investigates and respond to Unfair Labor Practice (ULP) charges before the National Labor Relations Board, and Prohibited Practice (PPC) charges before the New Mexico Public Employees Labor Relations Board.
  - Provides legal and consulting services in human resource management, defense of grievances, Equal Employment Opportunity Commission charges, Human Rights Division relations and employment issues training, drafting labor relations policies, conflict resolutions, contract negotiations, contract administration, compensation and classification studies, and compensation administration.
- Experience in responding to federal and state investigations, including those instituted by OSHA, the National Labor Relations Board (State Public Employee Labor Relations Board), the EEOC and Department of Labor.
- Represents financial institutions in the recovery of secured collateral garnishments and loan default matters.

## **BAR ADMISSIONS**

- New Mexico, 2014
- Navajo Nation, 2014

## **DISTINCTIONS**

- *Martindale-Hubble*<sup>®</sup>
  - AV<sup>®</sup>-Preeminent<sup>™</sup> Peer Review Rated
- *Super Lawyers*<sup>®</sup>
  - Southwest Rising Star, Employment & Labor: Employer, 2019-2020
- *Best Lawyers in America*<sup>®</sup>
  - Labor Law – Management, 2021

## **ASSOCIATIONS**

- State Bar of New Mexico
  - Commission on Professionalism
- Veterans Free Legal Clinic
- American Bar Association

## **EDUCATION & HONORS**

- University of New Mexico Law School, J.D., 2013
  - Dean's List and Honor Roll
- United States Navy Supply Corps School (Navy Business School), 2000
- United States Naval Academy, B.S, 1999
  - Varsity Football Letterman
- Clerkship, Honorable Sam Sparks, U.S. District Court for the Western District of Texas

## **PAPERS, PRESENTATIONS AND PUBLICATIONS**

- Presenter, "Employer Notices and Other Need-to-Know Information," Navigating the ACA for Employees Seminar, Sterling Educational Services, Inc., Albuquerque, N.M., March 26, 2015.
- Presenter, "Ethical Considerations for Employers and Attorneys," Navigating the AVA for Employees Seminar, Sterling Educational Services, Inc., Albuquerque, N.M., March 26, 2015.

## **CIVIC INVOLVEMENT**

- YMCA of Central New Mexico Board of Directors
- Veteran's Court Sponsor
- Veteran's Legal Clinic Participant and Past Organizer