

Rogers Joseph O'Donnell Elevates Two to Shareholder

January 26, 2012

The firm elevated two attorneys to shareholder effective January 1, 2012.

Roland Nikles

Roland is the chair (2011-2013) of Division 4 of the American Bar Association Forum on the Construction Industry (Project Delivery Systems), a past chair of the Legal Advisory Committee of the Associated General Contractors of California, and chair of the AGCCA contract documents review committee. Roland initially honed his trial skills as a deputy prosecuting attorney for King County, Seattle, WA, and for the past 25 years has litigated and resolved construction defect claims relating to roads, HVAC, curtain walls, windows, drywall, electrical, stucco and EIFS systems, earthwork, foundations, concrete, base flashings, stair assemblies, and roofing.

Roland's practice includes project finance, selection of project delivery methods, insurance, contract drafting, bid protests, contract administration, project monitoring, scheduling and delay issues, cost overruns, work out of troubled projects, claims management and resolution, mediations, arbitrations and trials. He offers a wealth of experience on high-profile construction projects throughout California and the United States. Mr. Nikles is a frequent author and lecturer on construction law matters. He is married to a fiddler and is a sometimes bicyclist, skier, musician, and blogger.

Dennis C. Huie

Dennis is a labor and employment attorney who represents both private and public sector employers. His clients come from a variety of industries which include restaurants, retailers, construction companies, building services (maintenance and janitorial), communications company, healthcare organizations, non-profit organizations, school districts, and higher education institutions. Dennis is an experienced litigator who has defended claims in federal and state court under anti-discrimination, harassment and retaliation laws, wage and hour laws, and whistleblower protection laws. He has successfully litigated individual, multiple plaintiff and class actions. Dennis is experienced in jury trials, appellate proceedings, administrative hearings, writ proceedings and in binding arbitration. Dennis is also experienced in defending employment claims covered by Employment Practices Liability Insurance policies.

In addition to litigation, Dennis regularly provides advice and counseling services to employers and executives including drafting of employment contracts, employee manuals and forms, employment arbitration agreements, and separation agreements. Dennis has significant experience advising companies on compliance with disability and privacy laws including Title I and III of the ADA (Title I and Title III), FEHA, FMLA, CFRA, the

California Confidentiality of Medical Information Act (CMIA) and HIPPA, and the Genetic Information Nondiscrimination Act of 2008 (GINA). To that end, he has written FMLA/CFRA policy guidelines, and has prepared guidelines for conducting employment fitness for duty evaluations for employers and drug testing.

Dennis was recently appointed to the Board of Directors for Civicorps Schools, a non-profit organization that operates a charter school and high school providing education and job training to underserved youths in the Bay Area.