

ATTORNEY

Rebecca B. DeCook

[She/Her/Hers]

303-292-7917
becky.decook@moyewhite.com



Becky is an experienced commercial litigator who counsels and represents clients on employment, communications, and energy-related matters. She is a recognized expert on employment, telecommunications and energy matters. For more than 25 years she has represented business clients in arbitrations, mediations, state and federal court proceedings, and a variety of administrative proceedings before federal, state and local government agencies, including:

- The Equal Opportunity Commission
- The Department of Labor
- The Federal Energy Commission
- The Federal Communications Commission
- The Colorado Civil Rights Division
- The Colorado Department of Labor
- Numerous state public utility commissions

As co-chair of the firm's employment group, Becky represents and counsels businesses on employment and labor relations matters, including:

- Discrimination
- Discipline
- FMLA
- ADA
- Harassment
- Wrongful discharge
- Drug and alcohol
- Handbooks and policies
- Agreements
- Performance and management
- Wage and hour issues
- Workplace investigations
- Training and audits
- Worker safety
- Employee organization

AREAS OF CONCENTRATION

Administrative Law
Advanced Energy
Commercial Litigation
Communications
Employment
Public Utilities

EDUCATION

Pace University, J.D.,
Pace University *Law Review*
Purdue University, B.A.

CREDENTIALS

5280 Magazine Top
Communications and
Technology Lawyer, 2015 -
2020, 2024

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She has represented companies in employment litigation in federal and state courts, as well as federal and state administrative agencies.

With an in-depth knowledge of administrative law and regulations, Becky regularly counsels business clients, offering strategic guidance on legal and regulatory compliance, leasing and contract negotiations, drafting and dispute resolution, zoning and municipal permitting approvals.

In her closely-related energy practice, Becky represents and counsels clients on intercompany disputes and regulatory matters, and assists with a variety of industry-related contracts for advanced energy projects, including:

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| ■ Land acquisition and lease agreements | ■ Operation and maintenance agreements |
| ■ Interconnection and transmission agreements | ■ Supply agreements, power purchase agreements |
| ■ Engineering | ■ Service contracts |
| ■ Procurement and construction agreements | ■ Operating agreements |

PUBLICATIONS AND ARTICLES

- Author
“How to Revamp Policies For a Workforce Unlikely to Fully Return to the Office”
Corporate Compliance, May 2021
- Author
“How to Survive the New Normal – Robust Remote Work Policies”
BenefitsPro, April 2021
- Co-Author
“Department of Labor Guidance for Emergency FMLA and Sick Leave Legislation”
Moye White Blog, March 2020
- Co-Author
“Colorado’s Overtime and Minimum Pay Standards Order”
Moye White Blog, March 2020
- Author
“Impact Of The #MeToo Movement On Employers: Time to re-examine your workplace policies and processes”
HR.com, June 2019
- Author
“IRS Delays the Enforcement of the Employer Shared Responsibility Mandate and Certain Information Reporting Under the ACA”

Benchmark Litigation: Local

Litigation Star - General

Commercial Litigation, 2020 -

2024; Labor & Employment

Star - Litigation, 2021 - 2024

Best Lawyers®: Communications

Law, 2008 - 2024; Commercial

Litigation, 2023 - 2024; Utilities

Law, 2024

Lawyer of the Year, Best

Lawyers®: Communications

Law, 2016, 2018, 2021

AFFILIATIONS

American Bar Association

Colorado Bar Association,

Communications and

Technology Law Section,

Advisory Council (formerly

served as Chair and Vice-

chair); Labor & Employment

Law Section, Member;

Natural Resources & Energy

Section, Member

United States Court of Appeals,

10th Circuit

U.S. District Court -

District of Colorado

ADMITTED

Colorado

North Dakota

(cont'd)

Moye White Blog, August 2013

- Co-Author
“Helpful Guidance for Renewable PTC ‘Begin Construction’ and ‘Continuous Efforts’”
Renewable Energy World, April 2013
- Co-Author
“New Twist to the Renewable PTC Extension: Defining ‘Under Construction’”
Renewable Energy World, March 2013
- Co-Author
“The Affordable Care Act: Are you affected? Are you ready?”
Denver Business Journal, November 2012
- Assisted the Animal Legal Defense Fund in drafting the “Animal Testing and the Law” brochure

SPEAKING ENGAGEMENTS AND PRESENTATIONS

- Presenter
“2021 Legal Update”
CHARM, January 2021
- Presenter
“Getting Coloradoans Back to Work”
Moye White Webinar, May 2020