

Alisa Nickel Ehrlich

PARTNER

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Alisa has a pragmatic approach to helping clients with employment, contract, and immigration compliance issues, and in handling commercial and employment disputes.

Alisa advises businesses on mitigating risk, managing challenges with their workforce and contractors, and when disputes arise, in handling litigation with a focus on finding the best possible outcome. She understands the complex issues employers face daily and provides business-oriented advice and representation.

Clients look to Alisa for advice on contract and policy drafting, restrictive covenant and non-compete agreements, audits, investigations, training, labor negotiations, and managing employee leave, accommodation, and disputes. She also counsels clients on immigration compliance, and responds to Form I-9 government inspections.

Alisa's litigation experience covers a wide range of employee claims, business, and tort disputes.

Alisa was a member of Stinson's Coronavirus (COVID-19) Task Force and helped lead employers through pandemic workforce challenges, and regularly authors articles keeping employers apprised of developing law.

PRACTICES & INDUSTRIES

Employment Litigation
Immigration
Business Litigation
Employment Investigations & Compliance
Labor, Employment & Benefits
Trade Secret Litigation
Aviation & Aerospace
Transportation
Labor Relations

ADMISSIONS

Kansas
Tenth Circuit Court of Appeals

EDUCATION

University of Kansas, J.D.
• *Kansas Journal of Law and Public Policy*,
Publications Editor
• London Law Consortium Student
University of Kansas, B.S., Journalism, *with*

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Her clients come from a variety of sectors including higher education, and industries including hospitality, transportation, product manufacturing and distribution, energy, health care, and banking.

distinction

- Phi Kappa Phi Honor Society
- Kappa Tau Alpha Honor Society

EXPERIENCE

Prevailed on summary judgment in federal court in an action asserting a breach of a technology licensing agreement, obtained dismissal of counterclaims and won a lost-profits damage award of more than \$1.7 million.

Led a number of restaurants and retail businesses through Department of Labor (DOL) wage and hour investigations, with results including no liquidated damages or civil penalties on back wage payments.

Won a nearly \$2.8 million damage award for an oil and gas services company in a non-compete and tortious interference dispute, and obtained a permanent injunction and award of attorneys' fees and costs for her client.

Won summary judgment on a wage payment claim alleging failure to pay wages under a contract, and has represented clients in Fair Labor Standards Act (FLSA) wage and hour lawsuits and collective actions, obtaining favorable settlements, including resolution before collective and class certification.

Defended multiple employment discrimination, sexual harassment and retaliation claims in state and federal court, and before the Kansas Human Rights Commission and EEOC, obtaining many good outcomes including summary judgment for employers.

She represents construction and manufacturing companies in negligence actions and employee disputes, including OSHA whistleblower claims, including winning dismissal of such a claim.

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RECOGNITIONS

Selected to the 2023, 2024 editions of *Best Lawyers in America*©

PROFESSIONAL & CIVIC ACTIVITIES

Alisa has been a member of several nonprofit boards of directors and has volunteered her time to the United Way as an allocations panel member.

Kansas Bar Association

Wichita Bar Association

Kansas and Wichita Women Attorneys Association

Society for Human Resources Management

American Immigration Lawyers Association

NEWS

152 Stinson Attorneys Selected to the 2023 *Best Lawyers in America* List
08.18.2022

Stinson Recognized with "2021 Volunteer of the Year" Award by Wichita's Mark Arts
04.01.2022

Stinson Establishes Coronavirus Task Force to Support Clients
03.12.2020

SPEAKING ENGAGEMENTS

"New Challenges for HR," Stinson seminar series, 2014-2023

"Employee Leave: Legal Requirements and Best Practices," LeadingAge Kansas, 2022

"COVID-19 and the Workplace: What Now?" LeadingAge Kansas, 2022

"Navigating OSHA's Updated COVID-19 Guidance and Emergency Temporary Standard," 2021

"COVID-19 – Safety, Returning to Work and Best Practices," Kansas SHRM, 2020

"Employment Considerations during the COVID-19 Pandemic," Client Webinar, 2020

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"Business Law Update" Stinson seminar series, 2015-2020

"Handling Harassment and Discrimination, Health and Career" Panelist, EmpowerHER Conference for WeKan, 2018

"Deposition Challenges and Overcoming Obstructions," Kansas Women Attorneys Association annual conference, 2017

"Immigration Law in Employment: Importance of Form I-9 Compliance," Wichita Chamber of Commerce, 2016

"Ethical Dilemmas Employment Lawyers Face," Kansas Bar Association 2014 Employment Law Section CLE

"Immigration Compliance in Employment: Form I-9 and Colorado Requirements," Client Webinar, 2014

"Immigration Compliance in Employment: Form I-9 and Issues that Affect Your Business," Construction Group Presentation, 2014

New Challenges for HR in 2023 - Wichita

02.08.2023

Business Law Update

03.03.2022

New Challenges for HR in 2022

02.03.2022

Navigating OSHA's Updated COVID-19 Guidance and Emergency Temporary Standard

06.17.2021

New Challenges for HR in 2021

02.04.2021

PUBLICATIONS

FTC Bans Worker Non-Competes

04.24.2024

EEOC Releases its Final Rule for the Pregnant Workers Fairness Act Covering a Broad Range of Accommodations

04.17.2024

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EEOC Proposes New Regulations For Pregnant Workers Fairness Act

08.14.2023

New Form I-9 Compliance Updates

07.31.2023

New Protections for Pregnant and Nursing Employees

06.01.2023

OSHA - What Happened in 2022 and What to Expect in 2023

01.09.2023

Employer Non-Compete Agreements Face Possible Ban by FTC

01.06.2023

Judicial Holdings Throw Vaccine Mandate Implementation into Disarray

12.01.2021

New Kansas Law Creates Uncertainty and Risk for Employers Complying with Federal COVID-19 Vaccination Requirements

11.24.2021

CMS Issues its COVID-19 Vaccine Rule for Health Care Employers

11.04.2021

OSHA Publishes Wide-Ranging Emergency Standard Formalizing Vaccination, Testing and/or Face Covering Requirements

11.04.2021

City of Wichita Expands Discrimination Protections for Employees

10.13.2021

President Biden Sets Stage for Workplace Vaccination Game Changer

09.10.2021

OSHA (Finally) Issues COVID-19 ETS Applicable to Healthcare Industry Along with Updated Guidance for All Workplaces

06.10.2021

OSHA Launches National Emphasis Program and Revises Enforcement Procedures Related to COVID-19

03.15.2021

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The American Rescue Plan: Update for Employers Providing FFCRA Leave in 2021
03.12.2021

Biden Administration Issues Wide-Ranging Executive Orders to Protect Workers
02.01.2021

OSHA Issues First New General Workplace Guidance since June 2020
02.01.2021

New Coronavirus Relief Legislation Impacts Employers in Two Key Areas
12.28.2020

EEOC Issues Guidance on Employer COVID-19 Vaccination Policies
12.17.2020

Best Practices and Lessons Learned for Employers as Pandemic Continues into Fall
10.01.2020

UPDATED: Kansas Act Purports to Provide Immunity from COVID-19 Related Claims
06.08.2020

COVID-19 Workplace Illness and Death Claims
05.11.2020

Return-to-Work Best Practices During the COVID-19 Pandemic
04.30.2020

DOL Issues Temporary Rule Promulgating Regulations on the FFCRA
04.03.2020

Colorado Employers Face a Bevy of New State Laws
03.12.2020

New Form I-9 and Instructions Released with May 1, 2020 Deadline for Implementation
02.03.2020