

FisherBroyles

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Practice Areas: Employment; Labor; Trade Secrets & Restrictive Covenants

Bar Admissions: Missouri; Kansas (*Admitted in Kansas and Missouri only. Practicing under the supervision of the partners of FisherBroyles, LLP)

Education: University of Minnesota, J.D., 2009; University of Kansas, B.A., 2006;

Certifications: SPHR, SHRM-SCP

Denise prevents and solves workplace problems for companies. She serves as a “day-to-day” Human Resource expert for company owners, managers and human resource professionals through assisting on termination decisions, preparing and issuing disciplinary actions, responding to sexual harassment and discrimination allegations, and administering leave and disability accommodations. She also handles all aspects of collective bargaining negotiations against labor unions and any other matters companies have involving labor unions. She is certified as a Senior Professional in Human Resources (SPHR) and as a SHRM-Senior Certified Professional (SHRM-SCP), the preeminent nationally recognized credentials for those who have mastered the strategic and policy-making aspects of Human Resources management in the United States.

To reduce the risk of costly litigation and workplace distractions from arising in the first place, Denise partners with business leaders to provide preventative, cost-saving compliance measures that reduce risk and increase employee productivity and satisfaction.

She provides proactive human resources counseling on difficult employee termination situations and complex leave of absence questions under the ADA, FMLA and other leave laws. She investigates complaints made to companies of workplace harassment and discrimination, and handles difficult situations of employee conflict by directly mediating between the employees involved. She trains supervisors and managers on best practices. She advises CEO’s and executives on navigating their day-to-day workplace problems.

To avoid and reduce risk in government audits, investigations, and prevailing wage issues, by the Department of Labor Wage and Hour Division, National Labor Relations Board, Equal Employment Opportunity Commission, Occupational Safety and Health Administration, Denise implements compliance programs and conducts internal human resource audits.

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Denise has unique and specialized expertise on all aspects of management-side labor relations- meaning any issue a company has relating to preventing union organizing, or for companies that have labor unions- handling collective bargaining negotiations, grievance arbitrations, and proceedings under the National Labor Relations Act (NLRA), Railway Labor Act (RLA) or public sector labor law.