

NANCY VAN DER VEER HOLT

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Nancy Holt focuses her practice on representing airline clients in labor matters and partnering with federal contractors and subcontractors to evaluate, develop, and implement policies and practices that ensure workplace fairness while mitigating legal risk.

Nancy is FordHarrison's Diversity, Equity & Inclusion Partner, and is a member of FordHarrison's Executive Committee. She is also a member of the firm's Airline Practice Group, representing air carriers in collective bargaining negotiations under the Railway Labor Act (RLA), as well as grievance arbitrations and mediation. Nancy's airline experience also includes employment litigation, defense of state and federal agency matters, and AIR21 and FAA whistleblower complaints. As the daughter of a commercial airline pilot and flight attendant, she finds this work to be particularly rewarding.

Nancy also leverages a results-focused approach to partner with federal contractor and subcontractor clients to build legally compliant programs around which they can anchor their workplaces, achieving stability and seamless compliance. She uses a strategically informed approach to counsel companies on the development of proactive and equitable non-discriminatory practices in hiring, promotions, separations, and pay – particularly where evolving regulations can create new risks and opportunities. Committed to putting her clients' organizational goals first and foremost while balancing legal risk, Nancy works as an extension of her clients' teams, responsible for providing proactive guidance and engaging in transparent, ongoing communication. As part of this partnership, Nancy advises federal contractors on the evolving landscape of affirmative action, pay transparency, OFCCP compliance and pay equity. She also works closely with corporate counsel, human resources team members and consultants to understand, implement and demonstrate compliance with their EEO regulatory and compliance obligations at the state and federal level, including conducting risk assessments of their programs, policies, and training to align with federal, state and local anti-discrimination requirements.

Nancy counsels employers on a variety of issues, including

EDUCATION

- » University of Connecticut School of Law (J.D., *with honors*, 2006)
- » Smith College (B.A., 2000)

BAR ADMISSIONS

- » Massachusetts
- » New York
- » Connecticut
- » Rhode Island
- » District of Columbia

COURT ADMISSIONS

- » U.S. Supreme Court
- » U.S. Court of Appeals for the First Circuit
- » U.S. Court of Appeals for the Fourth Circuit
- » U.S. Court of Appeals for the Eighth Circuit
- » U.S. District Court for the District of Columbia
- » U.S. District Court for the Northern District of Illinois
- » U.S. District Court for the District of Maryland
- » U.S. District Court for the District of Massachusetts
- » U.S. District Court for the District of Rhode Island

FIRM LEADERSHIP

- » Executive Committee

employee terminations, Title VII, FMLA, FLSA, PWFA, ADA and WARN Act compliance, and is a frequent speaker on topics related to federal contractor EEO compliance and labor and employment best practices. Nancy is also on the firm's [Diversity Advisory Board](#) and serves as chair for the firm's [Affirmative Action/OFCCP Compliance Practice Group](#)

Nancy served as a judicial law clerk for the Chief Justice of the Rhode Island Supreme Court and is a proud Teach for America alum. When away from the office, Nancy enjoys Pilates, immersing herself in a good book, cheering on Boston sports teams, spending quality time with her three daughters, and taking her annual “mystery weekend” vacation with her best friends from Smith College.

- » Management Group
- » Diversity, Equity & Inclusion Partner
- » Diversity Executive Committee
- » Affirmative Action/OFCCP Compliance Practice Group, Chair

Representative Experience

- » Negotiated multiple labor agreements under the RLA and the NLRA within clients' economic targets and without labor disruption.
- » Obtained favorable decisions in grievance arbitrations involving employee discipline and contract interpretation.
- » Successfully defended airline clients served with complaints filed under the Wendell H. Ford Aviation Investment and Reform Act for the 21st Century (AIR21) before the Department of Labor/OSHA.
- » Successfully defended OFCCP establishment reviews, focused reviews and compliance checks for broad range of clients.
- » Achieved favorable decisions in discrimination actions involving retaliation, race, sex, disability, sexual harassment and age discrimination claims.

Memberships

- » Institute for Workplace Equality, Faculty Member
- » American Bar Association
- » Rhode Island Bar Association
- » New York State Bar Association
- » Connecticut Bar Association

News & Insights

- » SourceBook - Editor, FordHarrison's Labor & Employment Law Sourcebook, Corporate Restructuring
- » SourceBook - Editor, FordHarrison's Labor & Employment

Law Sourcebook, Significant Labor and Employment Law Requirements Pertaining to Federal Contractors

- » April 08, 2026 - Elimination of Federal Contractor "Racially Discriminatory DEI Practices" Focus of New Executive Order
- » February 02, 2026 - FordHarrison Announces Appointment of Two New Executive Committee Members
- » January 30, 2026 - EEOC Rescinds 2024 Enforcement Guidance on Harassment in the Workplace, What's Next?

Events

- » March 27, 2025 - 2025 Airline Labor & Employment Law Symposium
- » March 05, 2025 - 2025 Railway & Airline Labor Law Committee Midwinter Meeting, Speaker - San Juan, Puerto Rico
- » July 28-30, 2024 - Regional Airline Association 2024 Summer Seminars, Speaker – Denver, CO
- » March 22, 2024 - "A Legal Update: Can We Move Diversity Forward in 2024?" - National Diversity Council
- » September 21-22, 2023 - FordHarrison 2023 Airline Labor & Employment Law Symposium "Climb + Descend: Adjusting to a Changing Workforce" - San Antonio, TX

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