

COREY L. FRANKLIN

Partner / St. Louis

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Corey Franklin is the Office Managing Partner of FordHarrison's St. Louis office. His legal practice is focused on the representation of management in labor relations issues and employment law disputes.

A majority of Corey's practice is dedicated to helping clients with both unionized and non-unionized personnel when facing labor relations issues. He is highly skilled in advocating for clients in complex collective bargaining negotiations, labor arbitration and grievance proceedings, union organizing campaigns, strikes, and administrative proceedings before the National Labor Relations Board. Corey represents private companies as well as public entities, including municipal bodies, in collective bargaining, state labor relations act compliance, and contract arbitration/impasse resolution proceedings.

Corey is a member of FordHarrison's Labor Relations and Healthcare practice groups. He has advised health care systems, hospitals, and other healthcare providers across the country regarding organizing campaigns, collective bargaining, and contract administration. Corey spends a significant amount of his time counseling for-profit, non-profit, and public sector employers within the health care industry and otherwise, regarding both preventative strategies and rapid response measures to quell union organizing efforts in their early stages.

Corey also frequently litigates employment law matters including restrictive covenant disputes as well as claims of wage and hour violations, discrimination, harassment, and retaliation. He also provides day-to-day counsel to employers on remaining compliant with the complicated network of constantly evolving federal, state, and local labor and employment laws and provides tailored guidance on policy compliance, workplace safety, internal investigations, and legal risk management.

Corey's clients range in size from major multi-national companies to small local businesses. He represents companies in a wide variety of industries including manufacturing, public transportation, law enforcement, and the unique and highly regulated healthcare

EDUCATION

- » University of Missouri - Columbia School of Law (J.D., 2002)
- » Miami University (B.A., 1999)

BAR ADMISSIONS

- » Missouri
- » Illinois

COURT ADMISSIONS

- » U.S. Court of Appeals for the Seventh Circuit
- » U.S. Court of Appeals for the Eighth Circuit
- » U.S. Court of Appeals for the Tenth Circuit
- » U.S. Court of Appeals for the District of Columbia Circuit
- » U.S. District Court for the Northern District of Illinois
- » U.S. District Court for the Southern District of Illinois
- » U.S. District Court for the Southern District of Indiana
- » U.S. District Court for the District of Kansas
- » U.S. District Court for the Eastern District of Missouri
- » U.S. District Court for the Western District of Missouri
- » U.S. District Court for the Eastern District of Texas
- » U.S. District Court for the

industry, in both labor relations and employment matters.

Northern District of Texas

While in law school, Corey was awarded the CALI Excellence Future Award and served as the Associate Editor-in-Chief for the *Missouri Environmental Law and Policy Review*.

Representative Experience

- » Represented a non-profit health care organization that includes two nationally recognized academic hospitals with respect to UFCW's ongoing effort to organize Food and Nutrition Department workers.
- » Prevailed by a better than 2:1 margin in an NLRB administered representation election on behalf of a major paper manufacturer.
- » Represented an interstate compact organization in collective bargaining negotiations and post-impasse dispute resolution under a labor-protective agreement governed by Section 13(c) of the Urban Mass Transit Act.
- » Successfully defended a major public transit agency involved in a \$25 million grievance arbitration regarding the proper interpretation of the health insurance premium language under the agency's then-unsigned labor agreement.
- » Prevailed in post-impasse interest arbitration with respect to the wage package to be offered to bargaining unit police officers.

Honors & Awards

- » *The Best Lawyers in America* - Labor Law - Management, and Litigation - Labor and Employment (2018-2024)
- » "Missouri Rising Stars," *Super Lawyers* magazine (2010-2017)

Memberships

- » The Missouri Bar
- » Labor and Employee Relations Association
- » Labor Relations Advisory Committee
- » Bar Association of Metropolitan St. Louis, Labor & Employment Law Chair (2010-2011)
- » St. Louis County Bar Association
- » Mary Queen of Peace Finance Council
- » St. Louis Metro Collegiate Baseball League Board of

Directors

News & Insights

- » SourceBook - Co-Editor, FordHarrison's Labor & Employment Law Sourcebook, Joint Employment, Independent Contractors and Staffing Issues
- » October 17, 2023 - "Justices' Coming Fisheries Ruling May Foster NLRA Certainty," Law360
- » August 30, 2023 - HEADS, I WIN – TAILS, YOU LOSE: The NLRB's Decision in Cemex and Its Recently (Re)issued Election Rules Pave the Way for Unions to Organize Workplaces Quickly With or Without an Election
- » August 17, 2023 - Two St. Louis-Based FordHarrison Attorneys Listed in the 2024 Best Lawyers in America and Two Listed in Ones to Watch
- » August 08, 2023 - The Board's Latest Decision Serves as a Reminder – The Devil is in the Details

Events

- » December 06, 2023 - Managing the Modern Workplace: Tips and Trends for Labor and Employment Law Compliance
- » March 03, 2022 - "Effective Union Avoidance Amidst Labor Shortages & Changing Attitudes of the Workplace," 2022 Executive Healthcare Labor & Employment Law Conference
- » January 28, 2020 - How NLRB's Flurry of Late-Year Activity Turned Back the Clock on Obama-era Decisions and Administrative Rule-making - Complimentary Webinar
- » November 21, 2019 - Managing the Modern Workplace: Tips and Trends for Labor and Employment Law Compliance
- » November 06, 2019 - Retaliation: The Most Expensive Claim You Don't Know Enough About

Offices

- » *St. Louis:*
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