

MOLLIE K. WILDMANN

Counsel / Memphis

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Mollie is known for being both relatable and available to her clients.

Mollie defends employers against a variety of claims, including discrimination, harassment, and retaliation under Title VII, the Americans with Disabilities Act, and the Family and Medical Leave Act, as well as claims brought under the Fair Labor Standards Act.

She also has a focus in the area of traditional labor law, assisting clients in a variety of matters including collective bargaining negotiations, responses to unfair labor practice charges before the National Labor Relations Board, assisting clients responding to union organizing campaigns, and preparing post-arbitration briefs.

Licensed in Tennessee and Arkansas, Mollie has a presence in both states, as well as the Mid-South area. But as an Arkansas native, Mollie prides herself on having a particular knowledge of the businesses and communities within the state. Mollie also has a nationwide presence, assisting clients from Florida to California on issues ranging from lawsuits within the federal courts to vacation and paid time off policies and practices.

While in law school, Mollie gained extensive legal experience working in private practice as a summer associate and law clerk in three different law firms. She also devoted time advising clients in a pro bono capacity as a student attorney with the University of Memphis School of Law Children's Defense Clinic and completed a judicial clerkship with the Honorable Judge Brian S. Miller of the U.S. District Court for the Eastern District of Arkansas.

Regardless of the problem or issue, Mollie will get to know clients on both a personal and professional level as she believes this helps her focus on their specific needs while working in partnership with them to obtain desired outcomes unique to the client's business goals.

Representative Experience

- » Served as co-counsel in a federal trial resulting in a verdict for the employer, including successfully arguing motions *in limine* and conducting witness preparation and direct

EDUCATION

- » University of Memphis School of Law (J.D., 2018)
- » University of Arkansas at Fayetteville (B.A., 2014)

BAR ADMISSIONS

- » Tennessee
- » Arkansas

COURT ADMISSIONS

- » U.S. District Court for the Western District of Tennessee
- » U.S. District Court for the Western District of Arkansas
- » U.S. District Court for the Eastern District of Arkansas

LANGUAGES

- » German - Proficient speaking, reading, and writing

examination.

- » Lead negotiator in union collective bargaining agreement renewal.
- » Lead counsel in multiple arbitrations.
- » Routinely conducts training for various clients, including Union Avoidance and Positive Employee Relations, Sexual Harassment, and “How to be HR” trainings.
- » Served as second chair during jury trial; participated in witness cross-examination, arguing jury instructions, and arguing motion for summary judgment before the judge.
- » Preparation of brief and participation in union decertification hearing.
- » Participation before the NLRB in multiple union representation case (RC) hearings, including preparation of post-hearing briefs.
- » Experience with union attempt of certification in states allowing for protections under the state constitution.
- » Assisted non-profit in large corporate restructuring.
- » Preparation and revision of employment, separation, and consultation agreements to meet client specific needs.
- » Obtained dismissal on numerous cases after filing a Motion for Summary Judgment.
- » Obtained Summary Judgment and an award of costs for large corporate client.
- » Successfully represented clients in numerous mediations.
- » Involved in union petition for election on behalf of Company from beginning to end, including: supervisor training in anticipation of union election; ballot count; and participating in collective bargaining negotiations.
- » Prepared discipline, contract interpretation, and arbitrability post-arbitration briefs, with successful arbitrator findings in both discipline and contract interpretation cases.
- » Prepared responses to several ULP charges on issues ranging from alleged unfair discipline, alleged surveillance, facility closures, changes in pay practices and benefits, and strike schedules.

Honors & Awards

- » "Ones to Watch," *Best Lawyers in America*

Memberships

- » Association for Women Attorneys, Board of Directors

News & Insights

- » SourceBook - Co-Editor, FordHarrison's Labor & Employment Law Sourcebook, Alternative Dispute Resolution
- » August 17, 2023 - Five Tennessee-Based FordHarrison Attorneys Listed in the 2024 Best Lawyers in America and Three Listed in Ones to Watch
- » March 23, 2023 - GC Memo 23-05: General Counsel Issues Guidance on the NLRB's Recent Decision on Non-Disparagement and Confidentiality of Agreement Provisions in Severance Agreements
- » April 13, 2022 - NLRB's Top Prosecutor Seeks to Muzzle Employers by Banning Employee Meetings
- » July 16, 2021 - Transportation Industry Alert - Labor Law Changes from the Biden Administration on the Horizon

Events

- » March 18, 2024 - "Artificial Intelligence" West Tennessee Society for Human Resource Management - Memphis, TN
- » February 29, 2024 - "Choppy Waters - Recent NLRB Decisions Impacting Healthcare Employers" FordHarrison Executive Healthcare Labor/Employment Conference - Atlanta, GA
- » December 19, 2023 - What's to Come from the NLRB in 2024 – Complimentary Webinar
- » October 27, 2023 - "What You Need to Know About the New EEOC, Supreme Court & NLRB Initiatives" Complimentary Lunch & Learn - Memphis, TN
- » September 19, 2023 - "Creating & Maintaining Positive Employee Relations: A Primer on Unions & Union Avoidance," West Tennessee SHRM - Memphis, TN

Offices

- » *Memphis:*
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