

JILL M. HARRISON

Partner / Atlanta

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Jill Harrison has a breadth of experience advising management in issues related to both labor relations and employment law, as well as a variety of regulatory compliance and counseling matters with a focus on airlines, healthcare and security services.

Her experience includes providing strategic counsel to business executives and Human Resources management on all aspects of the employment relationship, First Amendment litigation, commercial litigation, corporate investigations and counseling, and privacy matters.

Jill has substantial experience advising clients on the legal issues related to union representation elections, unfair labor practice charges, corporate labor initiatives, discipline and discharge under collective bargaining agreements, and hearings and trials before the National Labor Relations Board.

A substantial part of Jill's practice is the representation of clients in the airline industry under the Railway Labor Act. Jill's airline experience includes a multitude of grievance arbitrations involving discipline and discharge, benefits, and CBA interpretation; defense of state and federal agency matters; AIR21 and FAA whistleblower complaints; and collective bargaining.

On the employment side, Jill has represented employers in state and federal courts and administrative agencies in hundreds of actions alleging discrimination, retaliation, wrongful discharge, emotional distress and other employment-related claims. She is also adept at managing litigation budgeting and providing continual cost/risk assessment strategies and counseling to clients.

Her employment practice is not limited to litigation, as she has routinely advised clients in the avoidance of employment claims and compliance matters. She has frequently provided compliance training to supervisors on a wide variety of labor and employment matters. She has also counseled clients in reductions-in-force, employee handbooks and policies, government contracting and affirmative action plans, employment and consulting agreements (including restrictive covenants), severance and release

EDUCATION

- » Georgia State University College of Law (J.D., *cum laude*, 1992)
- » University of Georgia (A.B.J., *magna cum laude*, 1987)

BAR ADMISSIONS

- » Georgia

COURT ADMISSIONS

- » Georgia State Court
- » U.S. Court of Appeals for the Eleventh Circuit

agreements, and workplace investigations.

Representative Experience

- » Obtained a favorable arbitration decision in a key contract interpretation case with the Association of Flight Attendants subsequent to the merger of two major airlines.
- » Obtained summary judgment in a case alleging an altercation with a celebrity.
- » Developed and implemented Human Resources policies and practices for a start-up online automotive marketplace from inception to more than 3000 employees.
- » Negotiated and transformed labor agreements for NBC affiliate television stations with NABET/CWA, IBEW, and AFTRA, eliminating jurisdictional restrictions and redefining job classifications to enable evolving technologies to improve business efficiencies.

Honors & Awards

- » *The Best Lawyers in America* – Employment Law - Management and Labor Law - Management (2021-2025)

Memberships

- » State Bar of Georgia
- » Society of Human Resource Management
- » Harvard Program on Negotiation
- » Labor and Employment Relations Association

News & Insights

- » SourceBook - Co-Editor, FordHarrison's Labor & Employment Law Sourcebook, Affirmative Action
- » August 17, 2023 - Fourteen Atlanta-Based FordHarrison Attorneys Listed in the 2024 Best Lawyers in America and Five Listed in Ones To Watch
- » December 17, 2021 - EEOC Delays 2021 EEO-1 Data Collection Until April 2022
- » December 08, 2021 - Federal Contractor Vaccine Mandate Blocked Nationwide
- » October 06, 2021 - Task Force Guidance Mandates Employees Of Federal Contractors Receive The COVID-19 Vaccine

Offices

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