

## FREDERICK L. WARREN

Partner / Atlanta

rwarren@fordharrison.com / P: 404-888-3828



**Rick Warren handles all aspects of labor and employment law, including traditional labor law, employment litigation, wage and hour matters, workplace safety, noncompete issues, and serves as the co-chair of the firm's Restaurant Practice Group. He has extensive experience representing automotive dealerships.**

He litigates cases before federal and state courts and administrative agencies throughout the country. He defends both individual and class action cases and has substantial jury trial experience. Rick also handles numerous mediations and arbitrations.

He devotes a significant part of his practice to preventive law and advising clients how to avoid/resolve labor and employment disputes and litigation. He has written numerous articles on labor and employment issues and frequently conducts management training and seminars.

### Representative Experience

- » Advised and defended clients in workplace safety matters involving federal OSHA and state OSHA agencies
- » Advised a wide variety of clients regarding issues related to the Coronavirus.
- » Assisted numerous clients with reductions in force and compliance with the WARN Act.
- » Negotiated plant closing agreement at unionized facility.
- » Conducted seminars on the Coronavirus, reductions in force and recalling employees, wage and hour law, the ADA and FMLA, social media, independent contractors, joint employers, and mandatory arbitration agreements.
- » Advised clients on the issues related to unionization and/or efforts to organize their employees.
- » Negotiated withdrawals from multi-employer pension plans.
- » Defended clients in lawsuits alleging harassment, race, sex,

### EDUCATION

- » University of Georgia School of Law (J.D., *cum laude*, 1981)
- » University of Georgia (A.B., *magna cum laude*, 1978)

### BAR ADMISSIONS

- » Georgia

### COURT ADMISSIONS

- » U.S. Court of Appeals for the Eighth Circuit
- » U.S. Court of Appeals for the Eleventh Circuit
- » U.S. Court of Appeals for the Fourth Circuit
- » U.S. Court of Appeals for the Third Circuit
- » U.S. Court of Appeals for the Seventh Circuit
- » U.S. Supreme Court

pregnancy, national origin, and disability discrimination, retaliation, FMLA interference, violations of wage and hour laws, and retaliation for asserting a worker's compensation claim.

- » Conducted wage and hour audits for compliance with federal and state laws.
- » Advised and represented clients in litigation regarding non-compete, non-solicitation, and other restrictive covenant issues.

## Honors & Awards

- » AV® Preeminent Peer Review Rated by Martindale-Hubbell
- » *Chambers USA: America's Leading Lawyers for Business*, Labor & Employment
- » The College of Labor and Employment Lawyers, Fellow
- » "BTI Client Service All-Star Team"
- » "Georgia Super Lawyers - Employment and Labor" *Super Lawyers* magazine
- » *The Best Lawyers in America* – Labor & Employment Law, Litigation - Labor & Employment
- » *The Best Lawyers in America* – Atlanta Labor Law – Management "Lawyer of the Year" (2013)
- » "Georgia's Legal Elite" by *Georgia Trend Magazine*
- » American Bar Foundation, Fellow

## Memberships

- » American Bar Association
- » Atlanta Bar Association
- » Federal Bar Association
- » Lawyers Club of Atlanta
- » National Association of Dealer Counsel

## News & Insights

- » SourceBook - Editor, FordHarrison's Labor & Employment Law Sourcebook, OSHA
- » November 18, 2024 - Federal District Court Invalidates DOL Overtime Rule
- » August 26, 2024 - Fifth Circuit Court of Appeals Nixes DOL's Tip Rule

- » July 03, 2024 - New Update on Litigation Challenging the DOL's 2024 Salary Rule
- » July 01, 2024 - Status of Litigation Challenging the DOL's 2024 Salary Rule

## Events

- » September 19, 2024 - 2024 Employers' Election Guide: Voting Leave, Political Speech in the Workplace, NLRA's Protections and More - Complimentary Webinar
- » November 02, 2022 - 2022 Employers' Election Guide: Voting Leave, Political Speech in the Workplace, NLRA's Protections and More - Complimentary Webinar
- » September 07, 2022 - "Hiring Freezes, Layoffs, and the WARN Act," Alabama SHRM Employment Law and Compliance Conference - Opelika, AL
- » November 16, 2021 - Navigating OSHA's New COVID-19 Emergency Temporary Standard - Complimentary Webinar
- » October 08, 2021 - Hospital Employment Law Quandaries: Answers to Emerging Questions

## Offices

- » *Atlanta:*  
271 17th Street NW, Suite 1900  
Atlanta, Georgia 30363