

GEETHA NADIMINTI ADINATA

Partner / Los Angeles, Atlanta
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Geetha Adinata leads FordHarrison's Business Immigration practice group.

She concentrates her practice on all facets of business immigration and I-9 and E-Verify compliance. With respect to business immigration, she works with local, national, and multinational companies to develop strategies to meet their short-term and long-term needs for foreign workers. Geetha works closely with management to evaluate temporary and permanent work options for foreign workers, develops streamlined processes for companies to bring in foreign workers, and develops proactive strategies for overcoming potential issues and risks before they arise, and advises management on corporate legal obligations arising in this context to ensure their compliance. More specifically, she handles the full spectrum of temporary work visa options (e.g. H-1B, L-1, E-2, TN, etc.) and permanent visa options (i.e. green card process) for foreign workers, and offers clients high-level strategic advice on immigration-related issues arising in the context of corporate mergers and acquisitions, and responds to Immigration Service Requests for Evidence.

With respect to I-9 and E-Verify compliance, Geetha identifies and evaluates deficiencies in corporate I-9 practices and procedures and advises clients about the legal issues involved in government I-9 audits and develops legal strategies to ensure corporate compliance mitigate exposure. To this end, she provides a range of services including consultations to evaluate risk, preparation of comprehensive I-9 policies and practices, and I-9 training for management and HR personnel. She regularly advises clients on state and federal E-Verify requirements. In addition, she manages legal aspects of workforce enforcement actions, including Immigration and Customs Enforcement (ICE) I-9 Audits and ICE raids, and successfully negotiates reduced fines and mitigated penalties through ICE. Further, she advises clients on procedures for responding to Social Security No Match letters.

Prior to attending law school, she served as a Research Assistant for Political Research Associates, a public policy think tank in Boston, where she performed research on a range of political

EDUCATION

- » University of Florida College of Law (J.D., *cum laude*, 2005)
- » Northwestern University (B.A., 1998)

BAR ADMISSIONS

- » Georgia

COURT ADMISSIONS

- » Supreme Court of Georgia

topics.

Representative Experience

- » Advised hospitals nationwide on the legal issues related to federal and state "J-1 waiver programs" and H-1B visa program to recruit and retain foreign physicians committed to serve in medically underserved communities. Facilitated intra-governmental coordination to expedite H-1B work authorization application for International Medical Graduates facing visa expiration.
- » Strategically employed internal government liaisons where necessary to expedite work permit applications through USCIS in the face of protracted processing periods.
- » Registered both start-up and established companies with complex investment structures as E-2 Treaty Investors at various US Consulates around the world to bring their essential workforce to launch and expand US operations in Georgia and beyond.
- » Obtained retroactive H-1B approval and reinstatement of lawful immigration status for H-1B worker who overstayed authorized H-1B period.
- » Successfully collaborated with globally-ranked video game production companies to staff game production projects with top foreign talent and retain BAFTA award-winning producers through both temporary visas and "Aliens of Extraordinary Ability" green card status.
- » Conducted comprehensive internal I-9 audits and developed compliant I-9 policies and practices for large corporate clients.
- » Developed comprehensive E-Verify strategies for clients to ensure legal compliance with relevant state and federal requirements.
- » Successfully responded to complex Notices of Intent to Deny ("NOID") and Requests for Evidence ("RFE") issued by the Immigration Service on filed cases.
- » Successfully developed streamlined immigration strategy for large multinational company during large corporate acquisition.
- » Successfully filed necessary immigration documents to rehabilitate client under DHS investigation.

Honors & Awards

- » "100 Leading Immigration Lawyers," *Lawdragon* (2023)

- » 2021 Women Worth Watching," *Profiles in Diversity Journal* magazine
- » "500 Leading U.S. Corporate Employment Lawyers," *Lawdragon* (2020-2022)
- » *The Legal 500 United States*, Recommended attorney in Labor & Employment - Immigration (2020, 2021)
- » "40 Up and Comers in Corporate Employment Law for 2019," *Lawdragon*
- » "Georgia's Legal Elite" by *Georgia Trend* Magazine
- » Named to Lawyers of Color's "2014 Hot List" for the Southern Region

Memberships

- » American Bar Association
- » State Bar of Georgia
- » Georgia Asian Pacific American Bar Association
- » American Immigration Lawyers Association
- » Past Board Member of Peachtree Park Civic Association

News & Insights

- » SourceBook - Co-Editor, FordHarrison's Labor & Employment Law Sourcebook, Immigration
- » May 22, 2023 - New Florida Law Will Require Private Employers to Use E-Verify Beginning July 1, 2023
- » May 08, 2023 - Geetha Adinata Named to Lawdragon's 100 Leading Immigration Lawyers Guide
- » August 15, 2022 - Six FordHarrison Partners Named to Lawdragon's 500 Leading U.S. Corporate Employment Lawyers Guide
- » February 14, 2022 - USCIS Gears up for the H-1B FY23 Cap Cycle

Events

- » March 31, 2022 - "Recruiting Foreign Pilots to Solve Staffing Shortages," 2022 Airline Labor & Employment Law Symposium
- » October 21, 2020 - Ius Laboris Webinar - A Changing Legal Landscape for Immigration and Global Mobility: What are the Rules Now and What Does the Future Hold?
- » July 01, 2020 - Immigration in the Time of Coronavirus -

FordHarrison Complimentary Webinar

- » May 05, 2020 - Ius Laboris Webinar - Coronavirus: Business travel and the pandemic - Complimentary Webinar
- » August 01, 2019 - Immigration & Employment Issues Impacting IT Staffing Companies - Complimentary Webinar

Offices

- » *Los Angeles:*
350 South Grand Avenue, Suite 2300
Los Angeles, California 90071
- » *Atlanta:*
271 17th Street NW, Suite 1900
Atlanta, Georgia 30363



Tami Becker Gomez
Managing Director, Labor & Employment Law
Alaska Airlines

Tami Becker Gomez is Managing Director, Labor & Employment Law, for Alaska Air Group, Inc. In that capacity, she is responsible for overseeing and supporting all labor and employment law matters for Alaska Airlines and Horizon Air.

Tami previously was an Assistant City Attorney for the City of Seattle, supporting various city departments and serving as the in-house Labor and Employment Counsel for the Seattle Police Department.

She received her Juris Doctor from the University of Washington in 2010 and her Bachelor of Science from Stanford University in 2005.



Jenn Chernichaw is Vice President, Labor & Employment Counsel at Atlas Air Worldwide, where she has been for 15 years. Ms. Chernichaw has been advising clients on complex labor and employment matters for over two decades, working at the global law firms White & Case, and Chadbourne & Parke in New York City prior to joining Atlas. At Atlas, Ms. Chernichaw is responsible for all labor and employment matters worldwide. She advises management and Human Resources on a broad array of employment law matters including compliance with applicable federal, state and/or local laws, preventing harassment, discrimination and retaliation, internal investigations, employee malfeasance, counseling and discipline, hiring and terminations/layoffs, litigation and administrative actions, joint employer liability, international employment matters and reviewing/updating personnel policies and procedures. In addition, Ms. Chernichaw is actively involved in all labor and union matters, providing guidance and counsel on labor strategy, collective bargaining agreement interpretations and disputes, grievance and disciplinary actions, arbitrations, bargaining with the union, and drafting/negotiating settlement and other labor-related agreements. Ms. Chernichaw has a bachelor's degree with Distinction from Pennsylvania State University, and a Juris Doctorate from Emory University School of Law.



Eric M. Dunleavy, Ph.D. is Vice President of the Employment and Litigation Services Division at DCI Consulting Group, where he leads a group of Industrial/Organizational Psychologists and Labor Economists involved in a wide variety of personnel selection, work analysis, workforce analytics, and litigation support projects. Dr. Dunleavy received his M.A. (2002) and Ph.D. (2004) in Industrial/Organizational Psychology from the University of Houston. Since then he has conducted hundreds of high stakes applied research projects related to employment outcomes such as hiring, promotion, and pay in various contexts and for broad range of clients, industries, and jobs.

In 2011 Dr. Dunleavy received the first Distinguished Early Career Contributions Award - Practice from the Society for Industrial-Organizational Psychology (SIOP). In 2015 he was elected a SIOP Fellow. In 2016 he testified before the Equal Employment Opportunity Commission (EEOC) on matters related to big data/people analytics in employment and was one of eleven I/O Psychologists selected to a SIOP committee responsible for revising the SIOP Principles. Dr. Dunleavy has served as a consulting or testifying expert on matters related to Title VII, ADEA, Executive Order 11246, and the California Fair Pay Act, and involving outcomes including hiring, promotion, performance measurement and pay. He has also worked as an expert responsible for conducting research in the context of numerous equal employment opportunity settlements. His most recent work has involved the evaluation of a variety of automated decision tools and artificial intelligence-based assessments, including bias audits under New York City Local Law 144.



Todd Emerson is the Vice President of Legal at SkyWest Airlines. SkyWest is a regional carrier that partners with United, Delta, American and Alaska Airlines to carry over 40 million passengers each year. Headquartered in St. George, Utah, SkyWest's fleet of 500 aircraft connect passengers to 251 destinations throughout North America.

Mr. Emerson oversees all litigation at SkyWest and skillfully dodges corporate and transactional matters. He is a graduate of Brigham Young University and earned his law degree from the George Washington University Law School. Todd and his wife Dianne live in St. George, Utah, with their five children.



MARC J. ESPOSITO 95L

Managing Director – Labor Relations
Delta Air Lines
Atlanta, GA
PHONE: 404.234.6686
EMAIL: marc.esposito@delta.com

Marc Esposito serves as Managing Director – Labor Relations for Delta Air Lines since July 2019. At Delta, he is the strategic leader of the labor relations department. Mr. Esposito's responsibilities include supporting and ensuring the effectiveness and engagement of our culture of positive employee relations; partnering with senior leadership and operations departments on labor relations matters; a primary negotiator in bargaining with ALPA; leading the team responsible for processing and resolving grievances in the pilot dispute resolution process. Prior to joining Delta, Marc was the Vice President of Values Relations at JetBlue Airways for 5 years, where he also served as the head of Labor Relations for that carrier.

Prior to that, Mr. Esposito served as Equity Partner for Ford Harrison, LLP. A seasoned labor relations attorney with 19 years' experience in airline labor law while with the firm, including contract negotiations and arbitration, as well as direct relationship support. He represented carriers in dozens of collective bargaining negotiations, across all work groups (pilots, flight attendants, airports, mechanics, dispatchers, stock clerks). He is an experienced chief spokesperson at the bargaining table and worked with senior leadership to develop labor strategy and results that complement the carrier's business objectives (whether a direct relationship model or union model) while maintaining a positive, collaborate relationship with each workgroup. He created solid working relationships with National Mediation Board Members and mediators as well as the leadership of most national unions and airlines. He also served as one of five elected members of the Firm's Executive Committee.



Sheila Frederick is Associate General Counsel, Labor and Employment Law at United Airlines, Inc. In this role, she oversees the labor and employment legal team, which provides legal advice in all aspects of labor and employment law for United's domestic workforce. She also manages a team that is responsible for consulting, training, managing litigation and compliance on all aspects of labor and employment law. Prior to working at United, Sheila worked at Winston & Strawn LLP in the Labor and Employment practice group. Prior to attending law school, she worked at Abbott Laboratories in the Human Resources Professional

Development Program. Sheila earned both her Juris Doctor and her undergraduate degree from the University of Illinois.

Contact

www.linkedin.com/in/vicki-gillette-389011184 (LinkedIn)

Vicki Gillette

Associate General Counsel - Employment at American Airlines
Dallas-Fort Worth Metroplex

Experience

American Airlines

Associate General Counsel - Employment
February 2019 - Present (4 years 7 months)
Dallas/Fort Worth Area

Little Mendelson, P.C.

Partner
June 2004 - February 2019 (14 years 9 months)
Dallas/Fort Worth Area

Electronic Data Systems

Counsel - Labor & Employment
1994 - 2004 (10 years)
Plano, Texas

Education

Wake Forest University School of Law
JD cum laude · (1989)

Oklahoma State University

Bachelor of Science - BS · (1986)

JERRY GLASS

Senior Labor Relations Consultant / Washington, DC
fhsg@fhsolutionsgroup.com / P: 202.719.2083



Jerry Glass is the President of FH Solutions Group in Washington, DC.

Jerry Glass has been recognized as a top human resources and labor relations expert for more than 35 years. He has extensive experience as a negotiator, an analyst and an advisor. He has served as chief negotiator for more than 250 different labor agreements in the airline, aviation-related, railroad, construction, property management, and manufacturing industries. In addition, he has been the chief negotiator in the elevator construction industry's last three rounds of multi-employer bargaining, representing that industry's four largest companies.

Jerry is an expert negotiator who advises clients on human resources issues, negotiation strategies and contract proposals. His experience includes conducting comparative studies of various industry agreements, with pay, work rules, practices and procedures, and benefit plans. In addition, Jerry provides industry analysis on employee relations, labor negotiations and industry settlements for investment banks, financial services institutions and other nonairline companies. He represents investors and corporations in mergers and acquisitions in multiple industries, focusing primarily on conducting due diligence on labor issues, negotiating consolidated collective bargaining agreements involving several companies and advising merged companies on overall labor and employee relations strategy.

He also has considerable experience in corporate restructurings, having served as chief negotiator and labor advisor in numerous Chapter 11 reorganizations. He has testified in multiple Section 1113 cases and other Chapter 11 bankruptcy cases as an expert witness on management compensation and retention and on comparative pay, work rules and benefits. Federal and state courts also recognize him as an expert on labor relations and human resources matters.

Jerry rejoined the consulting firm in October 2005, after serving as executive vice president and chief human resources officer at US Airways from April 2002 through September 2005.

EDUCATION

- » George Washington University (M.P.A.)
- » Boston University (B.A.)

At US Airways, Jerry had overall responsibility for labor relations, human resources, policy and compliance, benefits, compensation, recruiting, and corporate learning and development. Prior to founding J. Glass & Associates, FH Solutions Group's predecessor, Jerry served from 1980 to 1989 with the Airline Industrial Relations Conference, the labor policy and information exchange organization of U.S. scheduled airlines, holding several senior positions, including vice president, secretary-treasurer and director, labor relations research. He reported to the chief executive officers and chief labor relations officers of 22 airlines. He was responsible for keeping members abreast of changes in labor agreements, contract negotiations and trends in collective bargaining. Jerry produced materials used by senior management and their staff to assess intra-industry developments in pay, benefits and working conditions. He also formerly served as assistant to the director of economic studies for the American Association of University Professors.

In 1994, he co-founded the Labor Relations Association of Passenger Railroads (LRAPR). LRAPR is an information exchange organization comprised of the chief labor relations officers from major passenger railroads in the northeastern and midwestern parts of the United States. As part of his representation of passenger railroads, Jerry negotiates collective bargaining agreements and advises passenger railroads on various labor and employee relations matters.

Jerry has been quoted in hundreds of newspaper and magazine articles and interviewed on numerous podcasts, radio and television programs regarding labor- and human resources-related matters. He has appeared on television, including the *PBS NewsHour with Jim Lehrer* and *FOX Business Network*. He has been quoted in the *Associated Press*, *Bloomberg*, *Business Week*, *Chicago Tribune*, *Detroit Free Press*, *Minneapolis Star Tribune*, *MSNBC.com*, *Reuters*, *USA Today*, *The New York Times*, *Los Angeles Times* and *The Washington Post*.

In addition, he is a frequently requested speaker. His topics have included pay and labor markets in a global era, costing out labor contracts, and trends in health and welfare benefit plans.

News & Insights

- » July 16, 2021 - "FordHarrison Revamps Airline Team Under New Leadership," Law360 Pulse
- » July 15, 2021 - FordHarrison Announces Changes in Airline Leadership

Offices

- » *Washington:*
2000 M St NW, Suite 505
Washington, DC 20036

Lucretia Guia

Senior Vice President of Labor Relations and Deputy General Counsel

Lucretia Guia serves as Senior Vice President of Labor Relations and Deputy General Counsel at American Airlines. In this role, she leads American's Labor Relations team and the Labor, Employment, and Benefits group within American's legal department. She is responsible for all aspect of labor relations at American Airlines, including negotiations and administration of collective bargaining agreements covering the carrier's eighty-five thousand represented team members. Her legal team similarly is responsible for ensuring compliance with federal, state, and local labor, employment and benefits laws and representing American's interests in labor arbitrations and litigation.

Lucretia joined the airline in 2009 and has served in a variety of roles in the legal and labor groups, focused on labor relations, negotiations, litigation, and legal strategy. Prior to joining American, she practiced at Ford Harrison in Atlanta, Haynsworth in Greensboro, and Womble Carlyle in Greensboro/Winston Salem, where she concentrated her practice on labor and employment litigation. She earned a Bachelor of Science from the University of Virginia's McIntire School of Commerce and her Juris Doctor, *cum laude*, from Wake Forest University School of Law.

NANCY VAN DER VEER HOLT

Partner / Washington, DC, Hartford, New York City
nholt@fordharrison.com / P: 202-719-2010



A leader of the firm's Affirmative Action Compliance/OFCCP Defense practice group, Nancy Holt provides preventive employment law counseling and efficient litigation defense to a wide range of clients, with a focus on federal contractors, airlines and salons and spas.

Nancy has significant experience representing companies in OFCCP matters, preparing for OFCCP audits, and counseling employers on issues stemming from OFCCP regulations. She regularly works with corporate counsel, human resources executives and consultants to develop practical approaches to EEO and affirmative action compliance. Nancy personally oversees the development of hundreds of Affirmative Action Plans and EEO-1 and VETS-4212 reports for clients across the country annually. She has successfully defended employers in litigation matters, OFCCP audits, and EEOC and OFCCP complaint investigations.

Drawing on hiring, promotion and termination data, Nancy is able to effectively assist clients in designing and implementing affirmative action compliance procedures relating to recruitment, applicant tracking and dispositioning, compensation systems, and broader diversity and inclusion programs, including those targeting veterans and disabled persons.

Another substantial part of Nancy's practice is the representation of clients in the airline industry. As the daughter of a commercial airline pilot and flight attendant, she finds assisting air carriers, airline service providers, and other employers in the industry to be particularly rewarding. Nancy's experience includes grievance arbitrations and employment litigation, as well as defense of state and federal agency matters, and AIR21 and FAA whistleblower complaints.

Nancy counsels employers on a variety of issues, including employee terminations, drafting and negotiating employment and separation agreements, and Title VII, FMLA, FLSA, ADA and WARN Act compliance. She represents a significant number of salons and spas through a program she developed to provide critical employment law services in a cost-effective fashion. She

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

enjoys conducting workplace training sessions on sexual harassment prevention, affirmative action and EEO obligations and LGBTQ law, policies and best practices for inclusion.

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. She enjoys running, cooking with her three daughters and taking her annual “mystery weekend” vacation with her best friends from Smith College.

Representative Experience

- » Successfully defended OFCCP establishment reviews, focused reviews and compliance checks for broad range of clients.
- » Obtained a favorable decision in federal district court dismissing a claim brought by a former airline employee challenging an adverse arbitration decision.
- » Achieved favorable arbitration decision for an airline client upholding the grievant's termination for threatening co-workers.
- » Successfully negotiated favorable back wage and fringe benefit determination with the Department of Labor for a large government contractor client under the Davis Bacon Act.
- » 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
- » July 24, 2023 - Shaking the Foundations of DEI? The

Impact of the Students for Fair Admissions Decision on Corporate Diversity Initiatives

- » April 19, 2023 - OFCCP Issues Updated Scheduling Letter: Contractor Concerns Go Unaddressed
- » March 21, 2023 - It's That Time Again: OFCCP Certification Portal Opens March 31, 2023

Events

- » August 04, 2022 - OFCCP & EEOC Updates from the NILG Annual Conference & the Future of Pay Data Reporting - Complimentary Webinar
- » July 26, 2022 - "Hiring During the Great Resignation: Implications for Pay Equity," 2022 NILG National Conference - Boston, CT
- » June 29, 2022 - "How Hiring During the Great Resignation Could Impact Pay Equity, as a Diversity, Equity and Inclusion," 2022 WorldatWork Virtual Conference
- » May 23, 2022 - "How Hiring During the Great Resignation Could Impact Pay Equity, as a DEI," 2022 WorldatWork Annual Conference & Exhibition
- » May 12, 2022 - "Employer Panel on Diversity and Inclusion Strategy Resources and Best Practices," The Institute for Workplace Equality 2022 Annual Summit

Offices

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- » *Hartford:*
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- » *New York:*
366 Madison Avenue, 7th floor
New York, New York 10017

BECKY L. KALAS

Partner / Chicago

bkalas@fordharrison.com / P: 312-960-6115



Becky Kalas represents employers in labor and employment matters in the courts, in arbitrations, and in government agency proceedings, including with the EEOC, the U.S. Department of Labor, the National Labor Relations Board, the Illinois Department of Human Rights, the Illinois Department of Labor, the Chicago Commission on Human Relations, and other agencies at the federal, state and local level.

Becky has represented national employers and small businesses in the retail, hospitality, technology, manufacturing and healthcare industries, among others. This representation has included providing advice and counsel with respect to disputes involving claims of discrimination, harassment, and retaliation under local, state, and federal fair employment laws, such as Title VII, the Americans With Disabilities Act, the Age Discrimination in Employment Act, the Illinois Human Rights Act, and the Chicago Human Rights Ordinance. Becky's practice has also included defending employers against lawsuits involving state tort claims such as defamation, tortious interference, intentional infliction of emotional distress, and retaliatory discharge; claims arising from state statutes such as the Illinois Wage Payment and Collection Act and the Illinois Biometric Information Privacy Act; and claims regarding non-compete provisions and other employment contract matters.

Becky is also adept at counseling employers to reduce the risk of potential litigation and provides guidance with respect to policy development and implementation, and advice on the business and legal ramifications of day-to-day employment decisions.

Representative Experience

- » Currently defending several class actions in state and federal courts brought under the Illinois Biometric Information Privacy Act (BIPA).
- » Obtained summary judgment on all claims filed by a plaintiff against a healthcare provider in a race discrimination and retaliation claim before the U.S. District Court for the

EDUCATION

- » Chicago-Kent College of Law (J.D., *with honors*, 2003)
- » University of Iowa (B.A., 1994)

BAR ADMISSIONS

- » Illinois

COURT ADMISSIONS

- » U.S. District Court for the Central District of Illinois
- » U.S. District Court for the Northern District of Illinois

Northern District of Illinois.

- » Obtained summary judgment on, and successfully defended on appeal, defamation and tortious interference claims by a former contract worker against a global retail employer.
- » Obtained dismissals (for failure to state a claim and/or on summary judgment) of numerous state law claims by employees for defamation, tortious interference, intentional infliction of emotional distress, and retaliatory discharge.
- » Obtained a favorable ruling from the Chicago Department of Business Affairs and Consumer Protection with respect to a complaint regarding employer's policies and practices under the Chicago Paid Sick Leave Ordinance.
- » Obtained a summary decision rulings from the Illinois Human Rights Commission on behalf of national manufacturing clients.

Memberships

- » Chicago Bar Association
- » American Bar Association Section on Labor & Employment Law
- » Section on Litigation

News & Insights

- » January 19, 2023 - Illinois' New Paid Leave For (Many, But Not Quite) All Workers
- » January 05, 2023 - Congress Delivers New Protections for Pregnant and Nursing Mothers
- » September 21, 2022 - "Don't Jump to Conclusions: Why Your Employees May Be Quiet Quitting," EntertainHR
- » July 19, 2022 - Chicago Employers: Notable Amendments to Chicago's Sexual Harassment Ordinance
- » June 29, 2022 - "A Good Mentor Can Keep Your Potential Jedis from Turning to the Dark Side," EntertainHR

Events

- » March 01, 2023 - Illinois New Mandatory Paid Leave Law | Now Is the Time to Prepare - Complimentary Webinar
- » Recorded: Friday, April 24, 2020 - The CARES Act: Are You Prepared for Paycheck Protection Program (PPP) Loan Forgiveness? - Complimentary Webinar
- » Recorded: Friday, April 3, 2020 - The CARES Act - Loan Programs for Small and Mid-Sized Businesses -

Complimentary Webinar

Offices

- » *Chicago:*
180 North Stetson Avenue, Suite 1660
Chicago, Illinois 60601

SUSAN KRAMER

Senior Labor Relations Consultant / West Palm Beach
fhsg@fhsolutionsgroup.com / P: 202-719-2083



Susan Kramer is a Senior Labor Relations Consultant with FH Solutions Group.

Susan has more than 20 years of airline labor relations experience and has held senior labor and legal positions with Northwest Airlines, Delta Air Lines, Alaska Air Group, and most recently, with Spirit Airlines. While at Spirit, Susan was responsible for negotiating collective bargaining agreements with all five of Spirit's represented work groups—specifically Spirit's pilots (represented by ALPA), flight attendants (represented by the AFA), dispatchers (represented by PAFCA), ramp service agents (represented by the IAM) and guests service agents (represented by the TWU).

While working at Spirit, as well as in her senior labor/legal roles at Alaska, Delta and Northwest, Susan handled arbitrations, grievances, employee investigations. In addition, Susan advised the Operations groups and Human Resources regarding contract administration and various legal issues.

Prior to joining Northwest Airlines, Susan was a partner in a litigation firm based in Minneapolis.

News & Insights

- » February 03, 2022 - "FordHarrison Adds Senior Airline Exec To Fla. Office," Law360
- » February 02, 2022 - F&H Solutions Group and FordHarrison Welcome Top Airline Labor Relations Executive

Offices

- » *West Palm Beach:*
1450 Centrepark Boulevard
West Palm Beach, Florida 33401

EDUCATION

- » William Mitchell College of Law
- » St. Olaf College (B.A.)

CHRIS LEWLESS

Senior Labor Relations Consultant / Washington, DC
fhsg@fhsolutionsgroup.com / P: 202.719.2083

Chris Lewless is a Senior Labor Relations Consultant with FH Solutions Group.

Chris has more than 20 years of human resources and labor relations experience. He specializes in labor and employee relations, employee engagement, performance management, succession planning, and change management.

Most recently, Chris was the Vice President of Labor Relations at JetBlue Airways Corporation, responsible for corporate labor relations and collective bargaining strategy. In addition, he worked with operations leaders to design and develop training to maintain leadership's relationship with crewmembers.

Prior to JetBlue, he was the Global Director of Human Resources for Automotive Structures. Chris spent most of his career at Horizon Air as the Managing Director of People and Labor Relations. At Horizon, Chris led the human resources and labor and employee relations function for the 4,000-person organization comprised of more than 30 stations throughout the US and Canada. In addition, he led company-wide talent management and compensation strategies. He also was responsible for negotiating more than ten labor contracts and led the overall labor bargaining strategy and execution to reorganize the company outside of bankruptcy. He also was responsible for positive employee relations/union avoidance strategy and training for non-represented workgroups.

Before joining Horizon, Chris was an attorney specializing in labor and employment law. He also served as a human resources manager at two large companies.

News & Insights

- » April 13, 2022 - F&H Solutions Group and FordHarrison Welcome Airline Labor Relations Expert

Offices

- » *Washington:*
2000 M St NW, Suite 505

EDUCATION

- » Michigan State University
College of Law
- » Michigan State University
(MHRLR)
- » Saginaw Valley State
University (B.A.)

Washington, DC 20036

BUENA VISTA LYONS

Partner / Dallas, Houston
vlyons@fordharrison.com / P: 214-256-4705



Buena Vista Lyons serves as the office managing partner for FordHarrison's Dallas office and is Board Certified in Labor and Employment Law by the Texas Board of Legal Specialization.

She has focused her practice on exclusively defending management in employment litigation matters for over 25 years. Employers turn to Vista to defend them before federal and state courts and administrative agencies across the nation involving Title VII discrimination claims (race, color, sex, religion, and national origin); ADEA (age), ADA/ADAAA (disability) and Equal Pay Act claims; ERISA Section 510 discrimination and denial of benefits claims; FMLA discrimination/interference claims; FLSA and state wage and hour claims; SOX whistleblower/retaliation and other wrongful termination claims; tort claims and claims for breach of contract, including employment, non-disclosure and restrictive covenant agreements. The employers she represents span a broad range of industries, including the airline, cosmetics, financial services, healthcare/pharmaceuticals, and logistics industries. Vista also has experience handling international employment matters for globally-based clients through the support of the firm's Global Legal Services practice.

Representative Experience

- » Successfully obtained summary judgment for a large regional airline in an FMLA interference/retaliation and ADA discrimination action
- » Obtained favorable jury verdict for a hospital in a whistleblower/retaliation case filed under the Texas Occupations Code for alleged constructive discharge
- » Obtained dismissal of preliminary injunctive relief sought in a breach of non-solicitation of customers and non-disclosure action (see published opinion at 869 F. Supp. 2d 761 (N.D. TX 2012))
- » Successfully obtained summary judgment for a large regional airline in an ERISA 510 discrimination and defamation action

EDUCATION

- » University of Texas School of Law (J.D., 1996)
- » Cornell University (B.A., 1993)

BAR ADMISSIONS

- » Texas

COURT ADMISSIONS

- » U.S. Supreme Court
- » U.S. Court of Appeals for the Fifth Circuit
- » U.S. Court of Appeals for the Ninth Circuit
- » U.S. District Court for the District of Colorado
- » U.S. District Court for the Eastern District of Michigan
- » U.S. District Court for the Northern District of Texas
- » U.S. District Court for the Eastern District of Texas
- » U.S. District Court for the Southern District of Texas
- » U.S. District Court for the Western District of Texas

- » Successfully obtained summary judgment for a local municipality in a race discrimination class action; affirmed on appeal by the Fifth Circuit U.S. Court of Appeals
- » Successfully obtained a Federal Rule 12 dismissal for lack of subject matter jurisdiction and improper service of process for a national medical services provider and was awarded approximately \$30,000 in attorneys' fees in monetary sanctions
- » Successfully defended a large international engineering/research company in a Sarbanes-Oxley retaliatory discharge action before the DOL

Honors & Awards

- » *Best Lawyers in America* - Litigation - Labor and Employment
- » "Top 15 Business Women in Dallas," *National Diversity Council*, 2016
- » "Company and Executive Women Worth Watching," 2014 Award Winner, *Diversity Journal*
- » "Most Powerful and Influential Women of Texas," *National Diversity Council*, 2012
- » "Texas Super Lawyers," by *Thomson Reuters Super Lawyers* magazine, 2012-2019
- » Lawyers of Color Power List 2020

Memberships

- » Center for Women in Law, Power Circle Member
- » American Bar Association
- » National Bar Association, Commercial Law Section
- » State Bar of Texas, Employment Law Section
- » Dallas Bar Association, Director, 2004-2005
- » J.L. Turner Legal, Association, President, 2005

News & Insights

- » August 17, 2023 - Two Dallas-Based FordHarrison Attorneys Listed in the 2024 Best Lawyers in America and One Listed in Ones to Watch
- » July 07, 2023 - "Workplace Diversity Initiatives Reignited Post SCOTUS Decisions in Harvard & UNC," Attorney at Law Magazine
- » June 27, 2023 - "The Supreme Court's Affirmative Action

Rulings May Impact DEI Initiatives. What Companies Need to Know," Inc. Magazine

- » September 30, 2021 - "Employers Face New Risks Under State Anti-Harassment Laws," Law360 Employment Authority
- » March 31, 2021 - "State Of Confusion: Marijuana, Drug Tests And The Workplace," Law360 Employment Authority

Events

- » September 20, 2023 - The Changing Face (and Hair!) of Discrimination and Harassment Claims in Texas - FordHarrison Texas Webinar Series
- » July 13, 2023 - "Navigating the New Era of Workplace Diversity, Equity and Inclusion Post SCOTUS Ruling," Kanarys
- » April 01, 2022 - "2022 Airline Employment Law Update" 2022 Airline Labor & Employment Law Symposium
- » May 21, 2021 - "Facebook Firings: What Employers and Employees Need To Know About Posting on Social Media," University of Texas Law
- » November 05, 2020 - Generational Bashing, is it Real - FordHarrison Diversity Webinar Series

Offices

- » *Dallas:*
1601 Elm Street, Suite 4450
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- » *Houston:*
1201 Fannin Street, Suite 262
Houston, Texas 77002



P. Douglas (Doug) McKeen

Senior Vice President, Labor Relations
Atlas Air Worldwide

Doug McKeen began his role as senior vice president of labor relations for Atlas Air in 2022. Previously, he was the senior vice president of labor relations for United Airlines from 2008-2019. Prior to joining Atlas Air, he was Of Counsel for FordHarrison and the F & H Solutions Group as he consulted for companies including United, Atlas Air, and Allegiant Airlines.

In his new role for Atlas Air, he will be responsible for all aspects of labor relations, including development and implementation of labor strategy, as well as acting as the lead negotiator in discussions with unions representing crewmembers, flight attendants and dispatchers for Atlas Air. In addition, he will coordinate the application and administration of existing collective bargaining agreements.

At United Airlines, he was responsible for development, implementation, and application of the labor strategy and labor agreements for the over 70,000 domestic and international represented employees of United Airlines. McKeen was on the management team during the discussions leading to the 2010 merger between United Airlines and Continental Airlines, and he was the company's lead negotiator conducting joint negotiations which led to combined agreements for all labor groups. He also led the labor relations and strategy discussions for the Executive Committee of the United Board of Directors.

McKeen has been an airline industry veteran since 1986 with primary emphasis on labor relations, with experience in human resources, benefits, communications, and the legal department. Prior to joining United in March 2008, McKeen was senior vice president of employee relations and communications at ASTAR Air Cargo from 2006 to 2008. Before joining ASTAR, he held labor relations leadership roles at Northwest Airlines, America West Airlines, and US Airways. He was also a partner with Eclat Consulting, leading negotiations and providing labor relations strategy and counsel to several airlines, including Alaska Airlines and Hawaiian Airlines. He has led negotiations for labor agreements with virtually every union representing employees in the airline industry including pilots, flight attendants, mechanics, passenger service, ramp, and dispatchers. In his various roles, he has been a primary point of contact with the National Mediation Board, the governmental agency which governs the airline industry.

McKeen grew up in Iowa City and graduated from the University of Iowa College of Business with a BBA in finance in 1978. He graduated from Hamline University School of Law in 1981 and practiced law in St. Paul, Minnesota, with the law firm Murnane, Conlin, White, Brandt and Hoffman prior to joining Northwest Airlines in 1986. He was active in the Bar Association while practicing law, including acting as the chairman of the Young Lawyers Section of the Minnesota State Bar Association. He has presented as a speaker on various topics related to labor relations, negotiations, restructuring in the airlines, and labor arbitration. He was previously the chair of the Airlines for America (A4A) Labor and Employment Council. Doug's wife, Cynthia, is also a graduate of the college. They reside in Arizona and have two grown children.



envoy

**Senior Vice President
Legal, Labor & Employment**

Christopher Pappaioanou joined Envoy in 2015 to oversee the airline's Legal, Labor and Employment teams.

Chris' background combines both legal and airline operational experience. Prior to joining Envoy, Chris served as Senior Vice President, East Coast Operations for Mesa Airlines, overseeing hub operations in Charlotte (CLT), Dulles (IAD) and Chicago (ORD). Previously Chris served as President of go! Airlines, responsible for the overall operational and financial performance of the Hawaii-based airline.

Chris's holds an MBA from Yale University, a Juris Doctorate from Indiana University School of Law and a bachelor's degree in Corporate Financial Management from Ball State University. With degrees from Ball State University. Chris began his career as an attorney in positions of increasing responsibility, specializing in labor, employment and business development. D Magazine recognized Chris as Outstanding In-House Counsel in 2021 for his professional achievements at Envoy.



Riva Parker is Vice President, Labor and Employment/Litigation, at Airlines for America (“A4A”), where she provides strategic advice and counsel on labor and employment law in the aviation industry. She serves as A4A’s subject matter expert on labor and employment legal and regulatory requirements, both within and outside the aviation industry, including the Railway Labor Act, Federal Aviation Act, Airline Deregulation Act, American with Disabilities Act, Family Medical Leave Act, the Fair Labor Standards Act, and various state-specific labor and employment laws. She represents A4A at federal and state government public meetings, forums, and industry workgroups, and serves on government and industry task forces addressing aviation matters.

Riva works with industry partners to develop strategic responses to federal, state, and local government employment and labor developments that could negatively impact the aviation industry, to include initiating and managing industry litigation to preempt harmful regulations at the state and local level.

Riva joined A4A in 2019 from the Pentagon, where she spent several years at the United States Department of the Army’s Office of The Judge Advocate General. During her time at the Pentagon, Riva advised senior Headquarters, Department of the Army leadership, developed and executed strategies for enterprise-wide challenges, and created the Army’s first nation-wide labor litigation team, and was awarded the Department of the Army’s Superior Civilian Service Medal. Prior to the Pentagon, Riva served in the Office of the Staff Judge Advocate in Fort Sill, Oklahoma, and worked at several national law firms in Washington, D.C. Riva holds degrees from the College of the University of Chicago and Yale Law School.



Laura Prince is the Vice President of Human Resources at CommuteAir. Laura has over 30 years of human resource experience. With a strong passion for building strategies and initiatives that address both business and people challenges, she is dedicated to fostering inclusion and equitable outcomes within the organization. Laura possesses exceptional expertise in talent management, organizational development, diversity, and change management.

Prior to joining aviation Laura has worked across various sectors, including banking, healthcare and manufacturing organizations. In these roles, she successfully developed and implemented employee engagement initiatives, organizational development strategies, and total reward management programs, catering to diverse employee backgrounds and needs.

Laura's commitment to professional growth is evident through her continued SHRM certifications and avid reading habits which translates to a passion for continuous development. She understands the importance of staying updated with industry trends and best practices to drive growth and positive change within the organization.

Cedric Rockamore

Chief Diversity Officer
Head of Executive and Corporate Recruiting



Cedric Rockamore is Chief Diversity Officer (CDO) and oversees Executive and Corporate Recruiting. Cedric spearheads our Diversity, Equity, and Inclusion efforts including expanding access, awareness, and opportunity of careers in aviation for all. Thanks to his leadership, we have made impressive strides, including instituting implicit bias training, our DEI enterprise goals and programs such as SOAR (Select, Onboard, Advance & Retain talent) and the Power of Inclusion program series.

As Head of Executive and Corporate recruiting, Cedric is charged with identifying, attracting, and securing top-tier talent that drives continued growth and success while shaping the future of American.

Cedric has more than 30 years of experience in the aviation industry. He joined American in 2010, where he served in various leadership capacities at the airline, including Vice President of DFW, Vice President of PHL, and Managing Director of DCA airports. Prior to joining American, Cedric held senior leadership roles at Northwest Airlines, Atlantic Southeast Airlines and Delta Airlines.

Cedric earned his Bachelor of Science and Master of Business Administration degrees from Embry-Riddle Aeronautical University. He proudly served 10 years in the U.S. Navy.

Contact

www.linkedin.com/in/tami-becker-gomez-42434914 (LinkedIn)

Languages

English (Native or Bilingual)

Spanish (Native or Bilingual)

Publications

Post-Election Washington State

Federal Multidistrict Litigation:
Background, Basics, Global
Settlements, and Bellwether Trials

'Safe' Hiring: Best Practices

Tami Becker Gomez

Managing Director and Associate General Counsel, Labor and
Employment, Alaska Airlines

Greater Seattle Area

Experience

Alaska Airlines

5 years 3 months

Managing Director and Associate General Counsel, Labor and
Employment

April 2023 - Present (6 months)

Seattle, Washington, United States

Senior Attorney

July 2018 - April 2023 (4 years 10 months)

Greater Seattle Area

City of Seattle

Assistant City Attorney

November 2014 - June 2018 (3 years 8 months)

Seattle, WA

Dual advice and litigation position serving assigned City of Seattle departments on all labor and employment matters. Conduct all phases of litigation in multiple forums including federal and state court, arbitration, PERC, PSCSC, and CSC. Coordinate and manage internal and external workplace investigations. Advise departments regarding personnel issues, progressive discipline, compliance with FLSA, FMLA, ADA and City ordinances, and labor relations. Provide in house employment counsel to the Seattle Police Department managing all aspects of labor relations, discipline, and EEO investigations.

Williams Kastner

Associate Attorney

November 2010 - November 2014 (4 years 1 month)

Williams Kastner

Summer Associate

May 2009 - August 2010 (1 year 4 months)

Hellsell Fetterman LLP

Summer Associate
June 2008 - September 2009 (1 year 4 months)
Seattle, WA

Education

University of Washington School of Law
JD · (2007 - 2010)

Stanford University
BA, Political Science · (2001 - 2005)

JACQUELYN L. THOMPSON

Partner / Washington, DC, Tysons Corner, Spartanburg
jthompson@fordharrison.com / P: 202-719-2064



Jacki Thompson represents management in a wide range of employment matters, with particular expertise in labor relations in the airline and healthcare industries.

Jacki guides clients through all facets of labor law. As a member of the firm's Airline Group, she assists both airlines and airline carrier service providers in grievance resolution matters, including grievance arbitrations and mediation. She has also successfully defended multiple AIR21 cases for her airline clients. In addition, Jacki negotiates contracts under the National Labor Relations Act (NLRA) and the Railway Labor Act (RLA) and represents management in union matters before the National Labor Relations Board (NLRB) and the National Mediation Board (NMB). She handles collective bargaining negotiations and unfair labor practice cases before the National Labor Relations Board, and advises employers on legal issues related to union campaigns and picketing.

Jacki also defends employers before the Equal Employment Opportunity Commission (EEOC), various state agencies, and in state and federal courts against claims of discrimination, harassment, and retaliation, among other things. In addition, Jacki counsels employers on employee terminations, how to avoid/resolve labor and employment disputes and litigation, Title VII, FMLA, FLSA, and ADA compliance as well as other issues.

In addition to the airline and healthcare industries, Jacki has a special interest in charter schools and represents the first unionized charter school in Washington, DC. Her passions include the theater and animals. She counsels one of the nation's largest performing arts centers on employment matters. With a Master's degree in Zoology, Jacki spent time in Kenya working on a large-animal conservation project.

During law school, Jacki was a member of *The George Washington Journal of Energy and Environmental Law* and was a student member of The George Washington Law School Academic Integrity Committee.

EDUCATION

- » George Washington University Law School (J.D., 2011)
- » Michigan State University (Zoology, M.S., 2004)
- » College of Charleston (Psychology, B.S., 1996)

BAR ADMISSIONS

- » District of Columbia
- » South Carolina
- » Virginia

COURT ADMISSIONS

- » U.S. Supreme Court
- » U.S. Court of Appeals for the Fourth Circuit
- » U.S. Court of Appeals for the Seventh Circuit
- » U.S. Court of Appeals for the District of Columbia Circuit
- » U.S. District Court for the District of Columbia
- » U.S. District Court for the District of Maryland
- » U.S. District Court for the Eastern District of Virginia
- » U.S. District Court for the Western District of Virginia

Representative Experience

- » Successfully defended airline clients before the Department of Labor/OSHA that have been served with complaints filed under the Wendell H. Ford Aviation Investment and Reform Act for the 21st Century (AIR21)
- » Represented clients in union election campaigns without any labor disruption
- » Negotiated multiple labor agreements under the RLA and the NLRA within clients' economic targets and without labor disruption
- » Achieved favorable decisions in grievance arbitrations involving employee terminations and contract interpretations
- » Successfully defended a claim for wrongful discharge in violation of public policy before the Virginia Supreme Court
- » Achieved favorable decisions in age, disability, race, sex discrimination, and retaliation claims, including summary judgment granted on Title VII, ADEA, and DCHRA claims
- » Co-authored *amicus brief* for U.S. Supreme Court in seminal employment law case

Honors & Awards

- » "*Best Lawyers in America*" Labor and Employment Law - Litigation (2023 - 2024)
- » "*Best Lawyers in America*": *Ones to Watch* - Labor and Employment Law - Management and Litigation - Labor and Employment (2022)
- » "Washington, DC Rising Stars," *Super Lawyers* magazine (2016 - 2022)

Memberships

- » Women's Bar Association of the District of Columbia

News & Insights

- » August 17, 2023 - Three Washington D.C.-Based FordHarrison Attorneys Listed in the 2024 Best Lawyers in America and Two Listed in Ones to Watch
- » July 26, 2022 - As Union Support Increases, so Does the Need for Effective Labor Management and Training
- » April 19, 2022 - NLRB General Counsel Seeks to Limit Secret Ballot Elections in Favor of Union Recognition Based on Card Count

- » July 16, 2021 - Transportation Industry Alert - Labor Law Changes from the Biden Administration on the Horizon
- » May 24, 2021 - Virginia Enacts New Overtime Wage Law

Events

- » March 31, 2022 - "The Unique Employment and Labor Law Landscape for Airline Service Providers," 2022 Airline Labor & Employment Law Symposium
- » March 04, 2022 - "A View of the NLRB," 2022 Executive Healthcare Labor & Employment Law Conference
- » October 29, 2021 - "Understanding the Newly Enacted Virginia Employment Laws," Lawline
- » September 09, 2021 - "What Can Employers Expect From the Biden Administration?"
- » August 19, 2021 - Labor Law Changes from the Biden Administration and the Impact on the Transportation Industry - Complimentary Webinar

Offices

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Washington, DC 20036
- » *Tysons Corner:*
1750 Tysons Boulevard, Suite 1500
Tysons Corner, Virginia 22102
- » *Spartanburg:*
100 Dunbar Street, Suite 300
Spartanburg, South Carolina 29306



Larry Wexler - Associate General Counsel, Delta Air Lines, Inc.

As Associate General Counsel, Larry leads Delta's team of domestic and international employment lawyers who provide counsel and training on Delta's employment matters, handle or oversee Delta's actual or threatened employment litigation and other legal proceedings, and work closely with HR and other business partners on various employment initiatives and projects. Prior to this position, Larry was seconded as Chief Counsel of DAL Global Services (DGS) from 2013 to 2018. As a then wholly-owned Delta subsidiary, DGS provided aviation services for Delta and other carriers in over 180 domestic stations. Overall, Larry has been an employment attorney in Delta's Law Department for 28 years. Prior to joining Delta, Larry worked briefly for Hicks, Maloof & Campbell (now part of Dentons). Larry obtained his undergraduate degree from The Ohio State University and JD from Mercer Law School. In his free time, Larry enjoys spending time with his family, traveling, sports, reading and music.

SARAH PIERCE WIMBERLY

Partner / Atlanta

swimberly@fordharrison.com / P: 404-888-3842



Sarah Wimberly spearheads FordHarrison's airline litigation and arbitration practice and is the co-leader of the airline service practice group. For 27 years she has focused her practice primarily on labor and employment matters unique to the aviation industry. She is an industry leader on absence management and leave abuse, as well as disability accommodation and compliance.

Sarah frequently works with aviation clients on complicated or sensitive harassment and discrimination complaints, complex discipline or discharge, and fitness for duty evaluations, with particular emphasis on flight crews. She arbitrates employment-related union grievances, responds to crew-related administrative charges before the FAA, OSHA, EEOC and similar state agencies (including administrative trials), and litigates employment and labor (RLA) claims in state and federal court. Sarah has particular expertise and experience with leaves of absence issues (FMLA), disability accommodation (ADA), and whistleblower complaints (AIR21).

Sarah represents clients across the country in all aspects of the industry. In her 27 years of practice, she has handled litigation, arbitrations and administrative charges and complaints in almost every state. She works with mainline carriers, low cost carriers, regional carriers, cargo carriers, charter and on-demand operators, ground support companies and MROs. Sarah is a frequent speaker at industry conferences and champion of the advancement of women in the industry.

Representative Experience

- » Obtained summary judgment on RLA preemption grounds in federal-court religious accommodation and retaliation case filed by religious advocacy group on behalf of flight attendant
- » Secured summary judgment for an airline against the EEOC in a gender-harassment claim, which forced the EEOC to dismiss voluntarily a second, related lawsuit asserting

EDUCATION

- » University of Georgia School of Law (J.D., *cum laude*, 1994)
- » Vanderbilt University (B.A., *cum laude*, with honors in Economics, 1991)

BAR ADMISSIONS

- » Georgia

COURT ADMISSIONS

- » U.S. Supreme Court
- » U.S. Court of Appeals for the Fourth Circuit
- » U.S. Court of Appeals for the Sixth Circuit
- » U.S. Court of Appeals for the Eighth Circuit
- » U.S. Court of Appeals for the Ninth Circuit
- » U.S. Court of Appeals for the Eleventh Circuit
- » U.S. District Court for the Eastern District of Arkansas
- » U.S. District Court for the Eastern District of Michigan
- » U.S. District Court for the Middle District of Georgia
- » U.S. District Court for the Northern District of Georgia
- » U.S. District Court for the Northern District of Florida
- » U.S. District Court for the

retaliation

Western District of Arkansas

- » Secured dismissal of two sexual-orientation discrimination and harassment complaints filed by two pilots before a local human rights commission after a public hearing with significant media coverage
- » Obtained denial of grievance filed by captain over discharge for alleged date-rape of first officer and attempted assault of flight attendant on overnight trips

Honors & Awards

- » *The Best Lawyers in America* - Employment Law - Management
- » *The Legal 500 United States*, Recommended attorney in Labor & Employment - Labor and Employment Disputes (2020, 2021)
- » AV® Preeminent Peer Review Rated by Martindale-Hubbell

Memberships

- » American Bar Association (Labor and Employment Section, Litigation Section)
- » Atlanta Bar Association
- » State Bar of Georgia

News & Insights

- » SourceBook - Editor, FordHarrison's Labor & Employment Law Sourcebook, Interaction Between the RLA and Other Laws
- » August 17, 2023 - Fourteen Atlanta-Based FordHarrison Attorneys Listed in the 2024 Best Lawyers in America and Five Listed in Ones To Watch
- » February 14, 2022 - "Labor-Law Conflicts for Flight Crews Add to Airlines' Covid Woes," Bloomberg Law
- » July 16, 2021 - "FordHarrison Revamps Airline Team Under New Leadership," Law360 Pulse
- » July 15, 2021 - FordHarrison Announces Changes in Airline Leadership

Events

- » April 01, 2022 - "2022 Airline Employment Law Update" 2022 Airline Labor & Employment Law Symposium
- » February 27, 2020 - "Is Your Business Ready to Deal with

Coronavirus?" Complimentary Lunch Briefing - Atlanta, GA

- » April 11, 2019 - "Now Trending in Labor and Employment Laws," 2019 FordHarrison Airline Labor & Employment Law Symposium - Austin, TX
- » June 16-18 - "Summer Seminars 2019" Regional Airline Association - Charlotte, NC

Offices

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