



Labor, Employment & Immigration

Williams Mullen's Labor, Employment & Immigration (LEI) Section has a nationwide practice that is consistently recognized by *Chambers USA*. We pride ourselves on offering "can do" business-oriented solutions to clients' increasingly complex labor, employment, and employment-related immigration issues. Responsiveness, efficiency and client communication are the cornerstones of our practice. Our depth of experience in the labor and employment field enhances our ability to represent clients successfully.

LEI section attorneys represent local, regional and national clients by providing advice and counsel in three primary service areas: Labor, Employment and Immigration. Full descriptions including representative experience are provided below.

LABOR

The LEI Section's traditional labor law practice includes representation of employers facing threats of unionization, as well as employers dealing with the challenges of organized workforces. We develop strategies to maintain union-free workplaces, provide advice in the course of initial organizing and decertification election campaigns, defend companies charged with committing unfair labor practices, negotiate collective bargaining agreements and arbitrate grievances arising under those agreements.

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- ***Representative Proactive Labor Management Experience***

- Protect employers' interests in connection with injunctions in labor disputes, including recognitional strikes, unfair labor practice strikes, and economic work stoppage
- Work to defeat union organizing attempts for clients in major manufacturing sectors, such as steel, paper, health care, printing, construction and mining. Represented clients in decertification of unions
- Negotiate long-term labor agreements, including work rules and health insurance concessions for Fortune 500 companies
- Defend allegations of unfair labor practices before the National Labor Relations Board and representation in appeals of NLRB orders before various U.S. Circuit Courts of Appeals
- Represent employers in grievance and arbitration matters arising under collective bargaining agreements

EMPLOYMENT

The employment counseling and litigation team of the LEI Section provides advice to public and private employers of all sizes on human resources issues and assists them to minimize liability and comply with applicable laws and regulations. Our attorneys represent management in all areas of employment litigation, including before administrative agencies and arbitrators and in state and federal trial and appellate courts across the U.S.

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Representative Employment Litigation

THE CASES LISTED BELOW ARE ILLUSTRATIVE OF THE MATTERS HANDLED BY THE FIRM. CASE RESULTS DEPEND UPON A VARIETY OF FACTORS UNIQUE TO EACH CASE. NOT ALL CASE RESULTS ARE PROVIDED. CASE RESULTS DO NOT GUARANTEE OR PREDICT A SIMILAR RESULT IN ANY FUTURE CASE UNDERTAKEN BY THE FIRM.

Defense of Employment-Related Lawsuits and Claims in All Courts and Administrative Forums

- Defended commercial real estate company in a shareholder derivative lawsuit, breach of contract, and various business tort claims, including breach of fiduciary duty, statutory business conspiracy, tortious interference, and violation of the Virginia Computer Crimes Act brought by a former employee/owner. The case lasted approximately two years and was settled in January 2020, three days before the start of a three-week trial. The matter settled for significantly less than the client was obligated to pay under a shareholder's agreement for the disgruntled former shareholder's shares. The discount was primarily due to the former shareholder's improper actions when departing the company and due to his spoliation of evidence.
- Defended a restaurant in a Title VII sexual harassment case, in which the employee alleged that she was harassed by a co-worker and then was terminated in retaliation for complaining about the harassment. Despite an Equal Employment Opportunity Commission (EEOC) "for cause" determination, a majority of the case was dismissed on summary judgment, and the remaining claim for harassment was settled.
- Defended a debt collection company in an Americans with Disabilities Act (ADA) lawsuit alleging that the client violated the ADA when it would not allow an employee to transfer to another supervisor and when it terminated her for violation of the Company's workplace violence policy several months after it had denied her request for an accommodation. Plaintiff also alleged claims for assault. After discovery, summary judgment was granted resulting in dismissal of the entire case.
- Represented a higher educational institution in a case alleging violations of

Title VII and multiple other related claims for discrimination. We briefed three motions to dismiss because the Court continued to grant leave to amend the complaint to plaintiff.

- Defended a medical school in an educational discrimination claim brought by a former medical school student who was dismissed from the program for failure to adhere to the school's code of professional conduct. The plaintiff alleged that she was dismissed for her race and national origin. The case was heavily litigated with numerous motions, all of which were granted in our client's favor, and then the matter was settled at a mediation.
- Defended a Fortune 500 retailer in an arbitration where plaintiff alleged violations of the ADA. After the close of discovery, the case was settled for less than the client had originally offered at an EEOC mediation.
- Represented a national healthcare staffing company in alleged tortious interference with contracts and business relationships following the client's hiring of a former employee of the plaintiff and the client's receipt of several multi-million accounts previously held by the plaintiff, which the plaintiff alleged were wrongfully taken by our client. The case lasted over 2.5 years and was settled for about 5% of the original demand.
- Represented a national information technology staffing company in a class/collective action wage and hour case brought by approximately 1,500 of the company's current and former staffing recruiters for alleged unpaid overtime and off-the-clock work. Following briefing on a motion to compel arbitration applicable to approximately 46% of the class, and full summary judgment briefing, the case settled following mediation on the eve of trial and was dismissed.
- Defended a national IT staffing company in a Sarbanes-Oxley whistleblower action filed with the US Department of Labor (DOL) in which the claimant alleged that he was terminated from his employment after complaining of waste and fraud at the third-party company workplace to which he was assigned. Our client won at the DOL regional office review level, but the claimant appealed the DOL's decision to an Administrative Law Judge (ALJ), which resulted in full discovery followed by our motion for summary adjudication which was granted by the ALJ and the case was dismissed. The dismissal was affirmed by the Administrative Review Board of the DOL.
- Represented a global healthcare logistics company in an alleged Massachusetts state law sex discrimination and Equal Pay Act claim that continued for approximately four years. The plaintiff alleged that she was paid comparably less than her male counterpart, despite evidence that she actually earned more than her closest male counterpart in 2018 and 2019. Ultimately, the Massachusetts Commission Against Discrimination (MCAD) ruled in favor of our client and dismissed all of the claims.
- Represented a national logistics company in a multi-count lawsuit filed in state court in California alleging various business torts, including tortious interference with contract, tortious interference with business expectancy, conspiracy, aiding breach of fiduciary duty, and others. After extensive discovery, the case proceeded to a bench trial in Los Angeles. We submitted a motion for directed verdict at the close of the plaintiff's nearly four days of evidence, and in response, the plaintiff made a demand for nominal settlement of all claims, and the case was dismissed.

- Represented five officers and directors in a shareholder derivative suit brought under the Employee Retirement Income Security Act (ERISA), as well as state law claims of breach of fiduciary duty and breach of contract, relating to the alleged improper use of funds and improper loans (alleged prohibited transactions) that adversely affected the company's Employee Stock Option Plan (ESOP). Following extensive motions and partial dismissals of claims and parties, the case was settled on the eve of trial following mediation.
- After two years of litigation and having twice won at the EEOC level and before a federal district court in Maryland, we represented a technology control and video surveillance products company before the United States Court of Appeals for the Fourth Circuit in a race discrimination claim. In a lengthy opinion, the Court ruled in the company's favor and the dismissal by the lower court was affirmed. The company then successfully opposed plaintiff's motion for reconsideration and motion for *en banc* review.
- The Department of Labor (DOL) filed a civil action against an import/export company seeking a six-figure recovery for allegedly unpaid wages and liquidated damages on behalf of five allegedly current and former employees of the client who served as delivery drivers or driver helpers. The company lodged a novel defense under the Motor Carrier Act of 1935 applicable to delivery drivers moving goods in interstate commerce and got the case dismissed, and then the DOL amended the complaint and refiled. Ultimately, the use of surveillance evidence helped to leverage a settlement that was approximately 10% of the government's initial settlement demand.
- Represented an engineering and consulting design firm in a case alleging trade secret misappropriation, computer trespass and conversion. The case was dismissed early at the Rule 12(b)(6) stage with regard to the computer trespass claims, and the case is now in discovery on the other claims.
- Represented a health care provider and its managing partners in litigation against another health care provider and its management/operating company, relating to the latter's refusal to release our client from a series of non-competition and non-solicitation covenants contained in their partnership and employment agreements. We filed an offensive declaratory judgment proceeding, in which the court agreed with our client and invalidated the non-competition covenants as overbroad and unenforceable under state law. The victory allowed our client to withdraw from the partnership with the provider and to pursue a new relationship with a university-based hospital system.
- Represented a restaurant owner in a lawsuit against former head chef who stole client's master recipe book and threatened to sell it to a direct competitor. The lawsuit involved trade secret misappropriation, conversion, and unfair trade practices. The court granted a permanent injunction and final judgment that required defendant to return the stolen recipes and other trade secrets and affirm under oath that he had destroyed and not retained any of the information at issue.
- Defended a technical staffing and recruiting firm that allegedly falsely reported to a prospective employer that plaintiff was a marijuana user, resulting in the retraction of a lucrative employment offer. The claims in the case were for libel and slander under state law. All claims were settled for a fraction of the initial demand while a motion to dismiss was pending.

- Represented several building and construction companies in Virginia and North Carolina, each of which had experienced a workplace death. We assisted the clients throughout the resulting fatality inspection conducted by the state Occupational Safety and Health Administration (OSHA), as well as counselled the clients on the related workers' compensation claims and other liability-related issues. We contested the OSHA citations until a favorable settlement was reached. In a couple of matters we also provided independent counsel to the client in the civil wrongful death action independent of the panel counsel designated by the insurance carrier.
- Represented a fire protection and life safety services company in a matter involving a group of three former employees who breached their non-solicitation and non-competition covenants by recruiting colleagues to join a competitor. The matter was significant because the action by the former employees and their new employer amounted to a raid of one branch office, implicated the client's willingness to enforce the covenants binding most of its existing workforce, and could have signaled an acceptance of the competitor's aggressive recruitment practices. We made a demand on the former employees and their new employer, and the parties entered into a favorable pre-litigation settlement.
- Based on hundreds of complaints received from newspapers and consumers, the Federal Trade Commission (FTC) filed an enforcement action against the operators of a complicated maze of dozens of interrelated and interdependent companies, charging them with deceiving customers by using fake newspaper subscription notices. A federal district court found as a matter of law that millions of "Notice of Renewal/New Order" mailers sent by defendants for subscriptions to newspapers were deceptive. Two defendants sued our clients and blamed them for prompting the FTC investigation and prosecution. After positioning the case for a dispositive motion, we were able to negotiate a walk-away settlement to avoid the uncertainty and expense of a trial.
- We represented an operator of chain restaurants in reaching a settlement with a workers' compensation claimant, which included the payment of the claim in exchange for a general release and voluntary resignation. The claimant signed a resignation agreement, and the client and its workers' compensation carrier fully performed their respective obligations under the settlement. But, the now-former employee then sought unemployment benefits. The Appeals Referee found that the employee was "forced to resign" to accept the workers' compensation settlement. The Appeals Referee concluded that the employee had met his burden of showing good cause attributable to the client for his resignation. Accordingly, the former employee was deemed qualified for benefits. That decision was reversed by the Commission to avoid double dipping.
- Represented a wealth management company in which a former financial advisor resigned and immediately began to solicit the client's customers using trade secret information. In addition to prosecuting the contract and misappropriation claims, we had to defend the defamation counterclaim asserted against the client's owner.
- Defended large national IT staffing company in a union election petition in which a union attempted to unionize the client's employees. The union sought to organize the client's employees by including them in the same collective bargaining group as the employees of five other staffing

companies and a prime contractor. We argued that their client was not a ?joint employer? of the employees with the other companies, and the union?s petition to organize was dismissed.

- Defended a large regional HVAC company against the issuance by Virginia Occupational Safety and Health (VOSH) of willful citations arising out of an accident involving a subcontractor?s employee on the client?s work site and for which VOSH sought \$225,000 in fines and penalties. We represented the client during the informal conciliation process and subsequent litigation, and moved for dismissal of VOSH?s complaint. The matter was settled with substantially reduced fines and with no willful violations.
- Represented religious-affiliated organization in Nebraska state court for defamation claims raised by a former overseas missionary who was removed from his appointment for improper conduct with a third party. After extensive discovery and the filing of a motion for summary judgment, the case was settled for a nominal amount and other confidential non-monetary terms.
- Defended religious-affiliated organization in multiple EEOC and state workforce commission Charges of Discrimination raised by former missionaries. The Charges were dismissed without investigation based on application of the ?ministerial exception? to Title VII of the Civil Rights Act and the ADEA, as well as on general constitutional grounds prohibiting the interference with churches by the state.

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- ***Diversity Initiative Management, Affirmative Action Plans, and Defending OFCCP Audits***

- Prepare affirmative action plans for company headquarters and branch offices
- Advice and training on affirmative action initiatives and diversity and inclusiveness recruiting and retention strategies
- Defend government contractors in DOL/OFCCP compliance audits

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- ***Human Resources Advice and Training***

- Conduct labor and employment due diligence for clients contemplating acquisitions and divestitures to ensure compliance with state and federal employment laws
- Assess vulnerability of multi-establishment employers to class or mass actions regarding pay selection practices
- Advise companies regarding the implementation and management of lawful diversity initiatives and recruiting / advancement plans
- Train all levels of management in union avoidance, conducting workplace investigations, preventing unlawful harassment and discrimination, implementing successful progressive discipline techniques, using lawful techniques to hire, retain and terminate employees, and performance management
- Provide on-going counseling in all areas of human resource management, including, but not limited to, obligations under minimum wage, overtime and record-keeping requirements, restrictive covenants, substance abuse

policies, OSHA, whistleblowing claims, severance and release agreements, plant closings, relocations and layoffs

- Review personnel policies and draft employment applications and agreements for compliance with federal and state anti-discrimination laws
- Advise employers on proposed personnel actions including discipline and discharge and reductions in force

IMMIGRATION

The LEI Section's Immigration practice group advises companies in the U.S. and abroad on how to structure and streamline their employment of foreign nationals. We also represent clients in worksite enforcement investigations, and Form I-9 and E-Verify compliance and audits. We regularly partner with senior management and human resource professionals to develop solutions for their short-term and long-term immigration matters.

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Types of Services

- Dedicated access to an experienced business immigration attorney who will partner with you to make the crucial decisions regarding the initial hiring of the foreign nationals, and how best to retain their services as they move from a nonimmigrant process to U.S. permanent resident status (i.e., green card) and then naturalization to obtain U.S. citizenship
- Timely preparation of nonimmigrant petitions and applications for qualified foreign nationals and their family members, including H-1Bs, TNs (for Canadian and Mexican citizens), L-1s, Blanket L-1s, E-1s, E-2s, E-3s (for Australian citizens), O-1s, P-1s, R-1s and others within pre-established deadlines (?deliverables?), with special services for clients with high volumes or fluctuating caseloads
- Providing guidance and handling all aspects of the lawful permanent residency application process (i.e., green card application) for individuals including Form I-140 (EB-1) petitions including multinational executive and manager and outstanding researcher petitions PERM-based Form I-140 immigration petitions, and Form I-360 petitions for religious workers
- Providing strategic advice to clients regarding the use of the Electronic System for Travel Authorization (?ESTA?) or B-1/B-2 visas for permissible business visits to the United States
- Experience in handling Department of Homeland Security (?DHS?) and Immigration and Customs Enforcement (?ICE?) enforcement on social security no-match issues, security and background checks, Form I-9 and E-Verify compliance and new restrictions on visa issuance and international travel
- Comprehensive Form I-9 and E-Verify compliance training to keep up with changes in ICE enforcement and state law sanctions
- Creative solutions to anticipate or minimize the impact of caps, quotas, backlogs and delays, including strategic advice for retaining foreign nationals awaiting issuance of green cards while employed in nonimmigrant

status

- Use of Blanket L-1 visas, E-1 visas, E-2 visas and other transfer visas for employees of foreign subsidiaries, parents and affiliates working temporarily on assignments in the United States
- In-house training and client alerts so that your company can stay ahead of upcoming changes in the fast-paced and often confusing area of immigration law, and
- Innovative pricing options that include fixed-fees per visa, project pricing, or a blend of fixed and hourly fees that encourages in-house training of staff to handle routine and repetitive matters

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Representative Business Immigration Experience

- Business visitor visas for all foreign countries requiring visas for employers? key managers, executives or specialists, whether U.S. citizens, permanent residents or foreign nationals
- Experience in representing Indian and Chinese nationals working in the U.S. who may encounter special issues affecting business travel to Europe and the Americas
- Foreign consulate visa processing to meet differing document requirements and assistance with urgent matters for foreign travel
- Work visas abroad for specialists, technicians, managers and craft employees
- Renewals or extensions of work permits and changes in status from visitor to work classifications, after entry into the foreign country
- Transfers of managers and executives between a company and its foreign affiliate or subsidiaries
- Advice on the use of technical advisory or business visitor categories and alerts on changes in standards for security checks and entry clearances
- Representation in obtaining waivers for past criminal convictions or visa violations
- Participation in strategic planning regarding evaluation of the cost, time to approval and feasibility of transfers of key production or technical staff between countries
- Advice on foreign treaties and their application to visas, work permits and green cards, including Treaties of Foreign Commerce and Navigation affecting investment and trade visas; and North Atlantic Free Trade Agreement (NAFTA) issues in Canada and Mexico
- Management of international employment project work and advice on harmonization of international employment contracts with domestic or local legal regulations and requirements

LEI Section attorneys also partner with the **Trade Secrets, Employee Mobility and Restrictive Covenants Practice** including **intellectual property** and **litigation** attorneys, to help clients develop and implement best practices and defend against threats.

When foreign companies seek **Foreign Direct Investment** guidance to establish business operations in the United States, LEI attorneys partner with the **Corporate, Tax, Intellectual Property** and **International**

Sections to advise on the major business and legal issues that must be considered.

Related News

- Do I Have to Pay Overtime? The Fair Labor Standards Act and the Financial Services Industry
- ADA Amendments Act: How Does it Affect You?
- Are Civil RICO Class Actions Based on Alleged Immigration Offenses Dead?
- ARB Holds Sarbanes-Oxley Act's Whistleblower Protections Apply to Employees of Contractors to Publicly Traded Companies, Rejects First Circuit Decision to the Contrary
- OCAHO Rejects Iqbal/Twombly Pleading Standard
- OSHA To Establish Whistleblower Protection Advisory Committee
- Administrative Review Board Holds that Title VII Burden-Shifting Scheme Is Inapplicable to Claims of Retaliation under the Sarbanes-Oxley Act.
- Bankruptcy Order Terminates Complainant's Whistleblower Complaint
- Administrative Review Board Holds That After-Acquired Evidence of Wrongdoing May Limit Recovery of Back Pay
- Strike Three For The NLRB
- Williams Mullen Recognized by Chambers USA for 2012
- Williams Mullen Recognized by Chambers USA for 2012
- Williams Mullen Named in Corporate Counsel Magazine's "Go-To Law Firms" List
- David Burton Featured in The Virginian-Pilot Article
- Mary Pivec Joins Labor and Employment Team at Williams Mullen
- Law360 Article about Mary Pivec Joining Williams Mullen
- Williams Mullen Obtains Class Decertification
- Williams Mullen Hires Compass Group General Counsel
- Chambers USA Recognizes Williams Mullen as a Leader in Business Law
- Seventy-two Williams Mullen Attorneys Named to 2010 "Legal Elite"
- Heath H. Galloway Interviewed by WTVR CBS 6 in Richmond
- Williams Mullen has 47 first-tier metropolitan rankings in Best Lawyers and U.S. News Media Group's Best Law Firms inaugural publication
- Williams Mullen Launches Economic Development Team
- James V. Meath Named "Richmond Best Lawyers Labor & Employment Lawyer of the Year" for 2010
- Williams Mullen Recognized as a Leader in Business Law in 2010 by Chambers USA
- Fifteen Williams Mullen Attorneys Named 2010 North Carolina "Super Lawyers" or "Rising Stars"
- Williams Mullen Welcomes 17 New Attorneys
- James V. Meath Named "Richmond Best Lawyers Labor & Employment Lawyer of the Year" for 2010

- Eighty-five Attorneys Named "Best Lawyers in America" 2010
- David C. Burton Comments on EEOC Complaints
- Williams Mullen Recognized as a Leader in Business Law by Chambers USA
- James V. Meath Discusses the Employee Free Choice Act
- Williams Mullen Attorneys Comment on Employee Free Choice Act
- Eighty-one Attorneys Named "Best Lawyers in America 2009"
- Chambers USA Recognizes Williams Mullen as a Leader in Business Law
- Williams Mullen Announces Election of New Partners
- Eleven Williams Mullen Maupin Taylor Lawyers Named 2008 "North Carolina Super Lawyers"
- The ADA Amendments: Expanding the Application of the ADA
- Williams Mullen Attorneys Named 2012 Virginia "Legal Elite"
- Williams Mullen Adds Labor and Employment Attorney Michael Steele in Hampton Roads
- U.S. DOL Proposes Broad Changes in Its Interpretation of the Companionship and Domestic Worker Exemptions under the Fair Labor Standards Act
- Wal-Mart Stores v. Dukes: The United States Supreme Court Alters Class Action Landscape
- Final Rule Protecting First Refusal Rights of Incumbent Service Contract Workers Take Effect January 18, 2013
- United States Court of Appeals for the District of Columbia Pushes Back at the NLRB and President Obama
- David Burton discusses right-to-work in Virginia media
- Virginia, N.C. could lose competitive edge
- Second Circuit Clarifies Burden-Shifting Framework for Sarbanes-Oxley Act Whistleblower Retaliation Claims
- Williams Mullen Welcomes Labor and Employment Attorney Laura Windsor as Partner in Richmond Office
- Bill Barrett quoted in Triangle Business Journal on executive compensation
- Williams Mullen Attorneys Recognized by Chambers USA for 2013
- The EEOC Plots Its Course Through 2016
- Engineer Claiming Hazardous Conditions Ordered Reinstated
- Lynn Jacob quoted in Virginia Lawyers Weekly about labor disputes in law firms
- Laura Windsor featured in Times-Dispatch Q&A
- The Second Shoe Drops: EEOC Files Second GINA Lawsuit
- United States Supreme Court Hands Down Two Significant Cases for Employers
- Senate Comprehensive Immigration Reform Bill Signals Challenges for the Construction Industry
- Williams Mullen Construction Industry Newsletter - Spring/Summer 2013
- 5th Circuit Surprise: To Qualify for Dodd-Frank Protection, "Whistleblower" Must Provide Information to SEC

- DOL Says Same-Sex Couples Are Eligible for FMLA
- EEOC'S Latest Investigative Tactic: Trolling For Plaintiffs Through Your Company's Computer Network
- 100 Williams Mullen Attorneys Named 2014 Best Lawyers in America
- OFCCP Issues Final Rules Regarding Job Opportunities for the Disabled and Protected Veterans
- Brydon DeWitt featured in Inside Business article about the ACA
- Williams Mullen Receives Top Rankings in U.S. News Best Lawyers "Best Law Firms"
- Temporary Worker Visa Reforms and Expanded Enforcement Measures
- Williams Mullen Attorneys Named to Virginia Business magazine's 2013 "Legal Elite"
- In Rebuff to Labor Board, Fifth Circuit Sustains Arbitration Agreements with Class Action Waivers
- Infosys I-9 Audit Results Likely to Trigger ICE Audits of Computer Consulting Firms
- Williams Mullen Named in Corporate Counsel Magazine's "Go-To Law Firms" List for 2014
- Department of Labor Whistleblower Update
- "Ban the Box" Ascendant: States Increasingly Restricting Applicant Criminal Record Inquiries
- Return Of The Ambush: NLRB Resurrects Expedited Election Rules
- March 24th is Approaching: Complying With the New OFCCP Regulations
- For H-1B Employers: How Even a Single Employee's H-1B Complaint Could Incite a Comprehensive DOL Investigation of Your H-1B Practices
- President Obama Increases Minimum Wage to \$10.10 for Government Contractors
- Revised DOL/OFCCP Regulations for Veterans and Disabled Individuals Are Now In Effect
- Williams Mullen Recognized by Chambers USA for 2014
- Williams Mullen Welcomes Labor and Employment Attorney Amanda Weaver
- Williams Mullen Construction Industry Newsletter - Spring/Summer 2014
- Sara Rafal discusses dogs in the office with the Virginian-Pilot
- Williams Mullen Attorneys Named 2014 North Carolina Legal Elite
- No Recess: Supreme Court Decision Invalidates Three 2012 NLRB Appointments and Narrows President's Recess Appointment Powers
- EEOC Issues New Enforcement Guidance on Pregnancy Discrimination
- President Obama Signs Executive Order Prohibiting Sexual Orientation and Gender Identity Discrimination
- Another Hoop For Government Contractors: The Fair Pay and Safe Workplaces Executive Order
- Eight Williams Mullen Attorneys Named 2015 "Lawyers of the Year" by The Best Lawyers in America
- 100 Williams Mullen Attorneys Named 2015 Best Lawyers in America
- Worker Classification Task Force Established in Virginia
- Seasonal hiring upswing a potential liability
- Amended Clery Act Regulations Mandate New Disclosures and Procedures

- Williams Mullen Attorneys Named to Virginia Business magazine's 2014 "Legal Elite"
- In Key Reversal, Board Grants Email Rights to Employees
- Lynn Jacob featured in Richmond Times-Dispatch Q&A
- Williams Mullen Attorneys Named 2015 North Carolina "Legal Elite"
- 2014 Survey Of Class Action Cases In Virginia: The Statistics
- Class Action Trends in Virginia: Employment Background Reports
- Can Mortgage Loan Officers Still be Exempt from FLSA Overtime Requirements?
- Fourth Circuit Dismisses EEOC's Background Check Lawsuit Based on Its Reliance on "Laughable" And Unreliable Expert Report Filled With "Errors and Analytical Fallacies"
- Supreme Court Decision Forces Many Employers to Extend Light Duty Work to Pregnant Employees
- Williams Mullen Welcomes Labor and Employment Partner Edward S. Schenk III
- NLRB and SEC Impose Restrictions on Workplace Policies and Confidentiality Agreements
- EEOC Issues Important Proposed Rule Governing Employer Wellness Programs
- Edward Schenk featured in North Carolina Lawyers Weekly "Lawyers on the Move"
- SCOTUS: Courts Have Power To Review EEOC Conciliation Efforts
- OFCCP Clarifies Invitation to Self-Identify and Protected Veterans Reporting Requirements ? New VETS-4212 Form
- Virginia & North Carolina Launch New Initiatives on Misclassification of Employees as Independent Contractors
- New Virginia Law Restricts Employer Access to Employees' Social Media Accounts
- The Ever-Broadening Definition of "Disability" Under the ADA Remains a Source of Anxiety for Employers
- New NLRB Election Rules Drastically Change the Playing Field
- Fourth Circuit Lowers the Bar in Title VII Harassment and Retaliation Cases
- Proposed Changes to North Carolina's E-Verify Requirements Could Affect More Than 100,000 Additional Employers.
- Williams Mullen Recognized by Chambers USA for 2015
- Supreme Court Sides with EEOC in Longstanding Hijab Dispute with National Clothing Retailer
- Worker Misclassification ? What Employers Need to Know in Light of New Enforcement Efforts
- DOL's New Overtime Rules ? How Will The Proposed Regulations Impact Your Business?
- Department of Labor Publishes Guidance on Employee Misclassification
- Doug Nabhan discusses NLRB case in Reuters Legal
- Doug Nabhan quoted in Law360 about temporary employees joining labor unions
- David Burton discusses mandatory arbitration agreements with Law 360
- Fourth Circuit Rejects "Manager Rule" in Title VII Cases
- 106 Williams Mullen Attorneys named 2016 Best Lawyers in America

- 15 Williams Mullen Attorneys Named 2016 "Lawyers of the Year" by The Best Lawyers in America
- Michael Steele Quoted in Inside Business Article About Overtime Law Changes
- Court Awards Employees of Home Health Care Companies Minimum Wage and Overtime Rights
- Using Consumer Reports for Hiring Decisions Creates Unanticipated Litigation Risk for Employers
- An Emboldened Labor Board Continues to Expand Union and Employee Protections
- Williams Mullen Ranked Nationally in 16 Legal Practices by U.S. News "Best Lawyers" Best Law Firms? 2016
- Williams Mullen Welcomes Seven First-Year Associates
- Pat Gottschalk and David Burton Article on the NLRB's Browning-Ferris Decision Published by Area Development
- 50 Williams Mullen Attorneys Named to Virginia Business magazine's 2015 "Legal Elite"
- Earl Baggett and Amanda Weaver Published in Virginia Ship Repair Association Newsletter
- Seven Williams Mullen Attorneys Named 2016 North Carolina "Legal Elite"
- 12 Williams Mullen Attorneys Named 2016 North Carolina Super Lawyers
- Edward Schenk Quoted by BloombergBNA about Equal Employment Opportunity Commission
- Less Than Half of 2014 Virginia Consumer Protection Cases Receive Class Treatment: A Review of Virginia Consumer Class Action Results in 2015
- 56 Williams Mullen Attorneys Named 2016 Virginia Super Lawyers; 22 Named 2016 Rising Stars
- A Truly "Uniform" Trade Secrets Statute May Not be a Pipedream for Long
- DOL Proposed Rule Requiring Paid Sick Leave for Employees of Federal Contractors Published Today
- Richmond Times-Dispatch Covers Laura Windsor and Marc Purinton Workshop on Sexual Orientation and Gender Identity Discrimination in the Workplace
- One Year Later: The DOL's "New" Overtime Rules Are Finally On The Way "Get Ready!"
- U.S. Dept. of Labor Finally Announces Important New Overtime Rules "How Will Your Business Be Affected?"
- Target's Successful Defense To A FCRA Class Action Is Good News For Employers
- 26 Williams Mullen Attorneys, 11 Practice Areas Recognized by Chambers USA for 2016
- Inside Business Highlights Upcoming Webinar Led by Mike Steele
- New Interim Rules Impose 78% Increase in Maximum Monetary Penalties Under OSHA
- Board Decision Ushers In New Era of The Unionized Temp
- EEOC Revises Controversial Proposed Rule on Pay Data Collection
- Department of Labor Mandates Updates to Employee Rights Posters
- 100 Williams Mullen Attorneys Named 2017 Best Lawyers in America
- Nursing Facilities to Face Surveyors? Review of Photo and Video Policies
- Final Rule Implementing Fair Pay and Safe Workplaces Executive Order Published
- I Can't Ask That? - Taking a Closer Look at Citizenship and National Origin Discrimination

- Williams Mullen Ranked Nationally in 15 Legal Practices by U.S. News ? Best Lawyers ?Best Law Firms? 2017
- Allison Cohan Adds Depth to Williams Mullen?s Litigation Practice
- Williams Mullen Welcomes Three First-Year Associates - Nov, 2016
- Federal Court Blocks Dept. of Labor ?Overtime Rules? From Taking Effect on December 1, 2016 ? So, Now What?
- Class Action Waivers in Employment Arbitration Agreements? Not as 'Fresh & Easy' as You Think
- U.S. Citizenship & Immigration Services Releases New Form I-9 Document
- 50 Williams Mullen Attorneys Named to Virginia Business magazine?s 2016 ?Legal Elite?
- Eight Williams Mullen Attorneys Named to Business North Carolina?s ?Legal Elite? in 2017
- U.S. Citizenship & Immigration Services Publishes a NEW Rule Benefitting Employment-Based Immigration
- Travel Restrictions for Nationals of 7 Designated Countries Based on President Trump?s Recent Executive Order
- 10 Williams Mullen Attorneys Named to the 2017 North Carolina Super Lawyers List
- Are College Athletes Employees? Board Counsel Tackles Controversial Issue
- Trump Administration Suspends Premium or Expedited Processing of All H-1B Petitions!
- Is Gender Identity and Sexual Orientation Employment Discrimination Prohibited? It Depends on Whom You Ask
- The Seventh Circuit?s Big Decision: Sexual Orientation Discrimination Is Prohibited By Title VII
- Money, Dirt and Steel: Spring 2017
- When Are Your Subcontractor's Employees Your Employees?
- 54 Williams Mullen Attorneys Named to 2017 Virginia Super Lawyers List; 21 Named 2017 Rising Stars
- 32 Williams Mullen Attorneys, 12 Practice Areas Recognized by Chambers USA for 2017
- Geofencing and Geotracking: Navigating Legal and Privacy Concerns for Employers
- 114 Williams Mullen Attorneys Listed in The Best Lawyers in America 2018
- David Burton Analyzes DOL's Overtime Rule Appeal for Law360
- Williams Mullen Ranked Nationally in 14 Practice Areas by U.S. News ? Best Lawyers? ?Best Law Firms? 2018
- Williams Mullen Welcomes Labor & Employment Associate Aaron Siegrist
- 46 Williams Mullen Attorneys Named to Virginia Business Magazine's 2017 'Legal Elite'
- 10 Things an Employer Needs to Know About Limiting Liability for Harassment in the Work Place
- The New NLRB Overturns Controversial Handbook Rules and Joint Employer Standards
- 11 Williams Mullen Attorneys Named to Business North Carolina?s 2018 ?Legal Elite?
- The Uncertainty of the Future of H-1B Visas Deepens
- 9 Williams Mullen Attorneys Named to CoVa Biz Magazine?s Top Lawyers of Coastal Virginia

- 9 Williams Mullen Attorneys Listed in North Carolina Super Lawyers for 2018; 3 Included in Rising Stars List
- It's Time to Start Preparing for H-1B Cap Season
- Amanda Weaver Interviewed by Richmond Times-Dispatch About Workplace Romances
- The Future of H-1B Visas May Be Scrooged
- 53 Williams Mullen Attorneys Named to 2018 Virginia Super Lawyers List; 20 Named 2018 Rising Stars
- Lynn Jacob Named to Virginia Lawyers Weekly's Inaugural Virginia Lawyers Hall of Fame Class
- 29 Williams Mullen Attorneys, 12 Practice Areas Recognized in Chambers USA 2018 Guide
- PODCAST: What To Do When the OFCCP Comes Knocking
- Inside Business First Person Profile: David Burton, King Neptune
- Williams Mullen Hosts National U.S.-Arab Chamber of Commerce Members for Foreign Direct Investment Seminar
- Treating the Cause, Not the Symptom: How to Avoid 10 Employment-Related Liabilities in the Health Care Industry
- Lynn Jacob Honored as a Member of Virginia Lawyers Weekly's 2018 Virginia Lawyers Hall of Fame Class
- 110 Williams Mullen Attorneys Listed in Latest Edition of The Best Lawyers in America®
- 14 Williams Mullen Attorneys Named 'Lawyers of the Year' by The Best Lawyers in America®
- Massachusetts Employers ? Beware of New Non-Compete Law
- Williams Mullen Welcomes Immigration Attorney Tom Narvaez
- Hadeel Abouhasira Discusses Impact of Evolving Immigration Legislation on Recruiters
- EEOC's Year-End Enforcement Actions Highlight Ongoing Focus On Stopping Sexual Harassment and Disability and Age Discrimination
- Williams Mullen Ranked Nationally in 15 Practice Areas by U.S. News 'Best Lawyers 'Best Law Firms' 2019
- Williams Mullen Welcomes Health Care Attorney Rebecca Ivey
- 45 Williams Mullen Attorneys Named to Virginia Business Magazine's Legal Elite for 2018
- Williams Mullen's Litigation and Labor, Employment and Immigration Practices Named in Benchmark Litigation 2019; 11 Attorneys Recognized
- Williams Mullen Adds Rebecca Ivey and Chip Hancock to Health Care Section
- DHS Proposal Could Drastically Change H-1B Cap Filing Seasons
- Lawsuits Regarding ADA-Compliant Websites Spike in 2018
- Williams Mullen Welcomes Four First-Year Associates
- 13 Williams Mullen Attorneys Named to Business North Carolina's 2019 'Legal Elite'; Keith Kapp and Elizabeth Scott Inducted Into Hall of Fame
- Hadeel Abouhasira Interviewed on Ellie 2.0 Radio About Palestinian Background, Immigration Law
- 8 Williams Mullen Attorneys Named to CoVa Biz Magazine's Top Lawyers of Coastal Virginia 2019

- 11 Williams Mullen Attorneys Named to 2019 North Carolina Super Lawyers List; Keith Kapp and Elizabeth Scott Named to Top Lists
- Hadeel Abouhasira Featured on Richmond PBS/NPR Station's Instagram
- New Changes on the Horizon for Overtime Pay Rules
- Immigration Team Files More than 100 H-1B Cap-Subject Petitions
- 47 Williams Mullen Attorneys Named to 2019 Virginia Super Lawyers List; 17 Named 2019 Rising Stars
- 6 Williams Mullen Attorneys Ranked on 2019 Top Lists by Virginia Super Lawyers
- Mike Lord Co-Authors Blog Post on Best Practices for Employee Handbooks
- Rethinking the Employee Handbook: A valuable addition to your business?s toolkit
- 30 Williams Mullen Attorneys, 12 Practice Areas Recognized in Chambers USA 2019
- Federal Court Ruling Could Cost EEO-1 Employers Billions in Compliance
- Laura Windsor Interviewed by NBC12 About ADA-Compliant Websites
- Supreme Court Expands the Time for Private Suits Under the False Claims Act
- Failure to File EEOC Charge Does Not Automatically Bar Title VII Claims, Supreme Court Says
- Nationals From India Currently Waiting Decades for a Green Card: Could It Finally Be Coming to an End?
- Williams Mullen Represents The C.F. Sauer Company in Sale to Private Equity Firm
- 119 Williams Mullen Attorneys Listed in 2020 Edition of The Best Lawyers in America©
- 15 Williams Mullen Attorneys Named "Lawyers of the Year" by Best Lawyers®
- New DOL Rule: Higher Salary Required to Meet DOL Overtime Exemptions
- Williams Mullen?s Litigation and Labor, Employment & Immigration Practices Named in Benchmark Litigation 2020; 14 Attorneys Recognized
- Williams Mullen Welcomes Three First-Year Associates
- Williams Mullen Nationally Ranked in 13 Practice Areas by U.S. News ? Best Lawyers ?Best Law Firms? 2020
- 55 Williams Mullen Attorneys Named to Virginia Business Magazine?s Legal Elite for 2019
- 13 Williams Mullen Attorneys Named to Business North Carolina?s 2020 ?Legal Elite?
- 9 Williams Mullen Attorneys Named to CoVa Biz Magazine?s Top Lawyers of Coastal Virginia 2020
- New Electronic H-1B Registration Process Confirmed for Fiscal Year 2021
- 10 Williams Mullen Attorneys Named to 2020 North Carolina Super Lawyers List; Camden, Kapp and Scott Named to Top Lists
- Gottschalk Helps Announce Formation of Virginians for Employee Free Choice
- Protecting Your Business and Employees During Coronavirus: Tips to Educate, Evaluate and Prepare
- OSHA's Planning Guidance to Employers About Hardening Workplaces Against Coronavirus
- Coronavirus Relief Legislation Establishes New Employee Leave Requirements

- Families First Coronavirus Response Act (?FFCRA?) - Chart
- Coronavirus: Temporary Relaxation of Physical Presence Requirement for Completion of Form I-9 for New Hires Working Remotely
- Government Agencies Announce Plan to Implement COVID-19 Leave and Tax Credits
- UPDATE: U.S. DOL Publishes New Guidance Clarifying Paid Sick Leave and Expanded FMLA Under the Families First Coronavirus Response Act
- OSHA Reporting and Recordkeeping for COVID-19 at the Workplace
- Coronavirus: Employers Must Post New FFCRA Notice by April 1, 2020
- CARES Act - Congress? Third COVID-19 Bill and What it Means for Employers
- UPDATE Re: FFCRA Notice Posters
- COVID-19 Legislation - Employment and Employee Benefit Provisions of the FFCRA and CARES Act - Chart
- DOL Issues New Rule on COVID-19 Sick and Family Leave Pay
- NC Employers Take Note: New Duty to Notify Laid Off and Furloughed Employees About Unemployment Services
- OSHA Unveils New Poster Aimed at Reducing Workplace Exposure to the Coronavirus
- VIRGINIA GENERAL ASSEMBLY 2020: What Virginia Employers Need to Know
- OSHA Unveils COVID-19 Related Enforcement Plan
- Temporary Suspension of Certain Immigrant Entries for 60 Days Amid COVID-19 Pandemic
- Furloughs, Layoffs & Reductions in Force: The Distinctions Impacting Employee Benefits and Employment Laws
- 29 Williams Mullen Attorneys, 11 Practice Areas Recognized in Chambers USA 2020
- 35 Williams Mullen Attorneys Named to 2020 Virginia Super Lawyers List; 13 Named 2020 Rising Stars
- Return to Workplace Guidance: Temperature and Other Medical Screening of Workers for COVID-19 Symptoms and OSHA Reporting of COVID-19 Cases
- Treasury Department Leverages PPP Forgiveness to Require Employers to Disclose Job Offer Rejections to State Unemployment Agencies
- Emergency Virginia Department of Labor and Industry Regulations Governing Employers? Obligations to Employees Issued on Friday, June 12, 2020
- Virginia Wage Theft Law Brings New Duties and Steep Penalties for General Contractors
- Temporary Suspension of Certain Nonimmigrant Visas Through the End of 2020
- COVID-19 Comeback Plan: Conducting Reductions in Force Post-COVID-19
- Emergency Virginia Department of Labor and Industry Regulations Governing Employers? Obligations to Employees Adopted on July 15, 2020 and to Become Effective the Week of July 27, 2020
- Federal Contractors Must Use New Disability Self-ID Form
- COVID-19 Comeback Plan: Return to Work Compliance - What You Need to Know About

Virginia's New Emergency Temporary Standard

- Lord Writes Article for National Association of Safety Professionals
- 116 Williams Mullen Attorneys Listed in 2021 Edition of The Best Lawyers in America®; Most Total Lawyers in Virginia
- 20 Williams Mullen Attorneys Named "Ones To Watch" by Best Lawyers®
- DOL Doubles Down on its COVID-19 Leave Guidance for the Most Part, the "Old" Normal is Again the "New" Normal
- COVID-19 Comeback Plan - 2020 Business Solutions Series: Does Your Mandatory Training Program Comply with the Emergency Temporary Standard (ETS)?
- Critical Legal Updates for Federal Contractors and Subcontractors
- H-1B Specialty Occupation Under Attack Again by DHS and New Increases to Prevailing Wage Levels by the DOL
- Williams Mullen's Litigation and Labor, Employment & Immigration Practices Named in Benchmark Litigation 2021; 15 Attorneys Recognized
- Civil Rights Enforcement Unit Established by U.S. Attorney for the Eastern District of VA
- Williams Mullen Nationally Ranked in Practice Areas by U.S. News "Best Lawyers" "Best Law Firms" 2021
- 61 Williams Mullen Attorneys Named to Virginia Business Magazine's Legal Elite for 2020
- H-1B DHS and DOL Interim Final Rules Invalidated by Federal District Judge
- Williams Mullen Bolsters LEI and FRE Sections with New Attorneys
- Recent Developments in Virginia and North Carolina Concerning the Department of Labor and Industry's COVID-19 Regulations
- The COVID-19 Vaccine Is Here - Can Employers Mandate Immunization?
- 16 Williams Mullen Attorneys Named to Business North Carolina's 2021 "Legal Elite"
- Department of Labor Issues Final Rule on Employee Misclassification
- 19 Williams Mullen Attorneys Named to CoVa Biz Magazine's Top Lawyers of Coastal Virginia 2021
- DHS Issues Final Rule to Modify H-1B Lottery and Prioritize Higher Salaries
- 17 Williams Mullen Attorneys Named to 2021 North Carolina Super Lawyers List; Camden, Kapp, Scott and Johnson Named to Top Lists
- Labor, Employment and Immigration Law Changes to Expect from the Biden Administration
- District of Columbia Delivers Lethal Blow to Non-Competes
- Renewed Suspension of Certain Immigrant and Nonimmigrant Entries & New Travel Restrictions from Biden Administration Amid COVID-19 Pandemic
- It's Time to Get Ready for the H-1B Lottery Electronic Registration Process and . . . Baseball
- Department of State Announces New Restrictive Criteria for National Interest Exceptions for Travelers from the Schengen Area, the United Kingdom, and the Republic of Ireland
- Virginia's New Overtime Law Likely To Create New Employer Headaches

- Burton Selected as Go To Lawyer by Virginia Lawyers Weekly
- New Increased Minimum Wage For Federal Contractors
- Virginia Legalizes Marijuana and Bolsters Employee Protections: What Employers Need to Know
- Williams Mullen Strengthens Litigation Section with New Attorney in Raleigh
- India Added to List of COVID-19 Travel-Restricted Countries
- 32 Williams Mullen Attorneys Named to 2021 Virginia Super Lawyers List; 11 Named 2021 Rising Stars
- 40 Williams Mullen Attorneys, 12 Practice Areas Recognized in Chambers USA 2021
- Laura Windsor Named to 2021 Class of 'Influential Women of Law' by Virginia Lawyers Weekly
- New Virginia Prevailing Wage Law Now in Effect For State Contractors
- Extension of Validity Period for National Interest Exceptions for COVID-19 Travel Restricted Countries
- Supreme Court Upholds but Narrows Assignor Estoppel: What This Means For Your Company and its Employees
- President Biden Takes Aim at Employment Non-Compete Agreements
- 13 Williams Mullen Attorneys Named "Lawyers of the Year" by Best Lawyers®
- 19 Williams Mullen Attorneys Named "Ones To Watch" by Best Lawyers®
- 124 Williams Mullen Attorneys Listed in 2022 Edition of The Best Lawyers in America®
- Executive Orders To Mandate COVID Vaccines Across Federal and Government Contractor Workforce as Part of President's Sweeping Pandemic Plan
- Virginia DOLI Issues New COVID-19 Rules for Employers
- Williams Mullen Adds Three Attorneys in Richmond - Sept, 2021
- Williams Mullen's Labor, Employment & Immigration Practice Named in Benchmark Litigation 2022
- Law360 Highlights Williams Mullen New Arrivals Camila Conte, Sam Lee and Max So
- The FAR and DFARS Deviation Clauses Directing COVID Vaccine and Other Protocols for Government Contractors: So, What Do They Mean For My Business?
- COVID-19 Global Travel Restrictions Will be Lifted for Vaccinated Travelers on November 8, 2021
- Understanding and Implementing OSHA COVID-19 Vaccination Regulations (FAQs Included)
- A Ray of Hope for L-2 and H-4 Spouses: Settlement Will Lead to Automatic Extensions and Employment Authorization Incident to Status for Certain Nonimmigrants
- Williams Mullen Welcomes Employment Attorney Matt Anderson
- Williams Mullen Nationally Ranked in 16 Practice Areas by U.S. News - Best Lawyers 'Best Law Firms' 2022
- UPDATE - Status of Implementation of the Federal COVID-19 Vaccine Workplace Rules
- 48 Williams Mullen Attorneys Named to Virginia Business Magazine's Legal Elite for 2021
- Update: Federal Contractor COVID-19 Vaccine Mandate
- Williams Mullen Manufacturing Edge: Employment Law Update

- EEOC Advises That COVID-19 Can Meet the Definition of a Disability Under the ADA and the Rehabilitation Act
- UPDATE: OSHA Test or Vaccine Rule is Back On...For Now
- 14 Williams Mullen Attorneys Named to Business North Carolina's 2022 "Legal Elite?"
- 23 Williams Mullen Attorneys Named to CoVa Biz Magazine's Top Lawyers of Coastal Virginia 2022
- Supreme Court Stays OSHA Vaccine Rule
- 16 Williams Mullen Attorneys Named to 2022 North Carolina Super Lawyers List; Camden, Johnson, Kapp and Scott Named to Top List
- H-1B Lottery Season Underway for FY 2023
- To Mask, or Not to Mask, That is the Question: Status of Virginia DOLI Workplace Rules
- New Law Outlaws Forced Arbitration of Employee Sexual Harassment and Sexual Assault Claims
- HIPAA Tips With Williams Mullen: COVID Health Information and HIPAA - Do You Know the Rules?
- The Virginia Permanent COVID-19 Standard Is Now Officially a Thing of the Past
- Maryland Passes Expansive Paid Family Leave Law
- 28 Williams Mullen Attorneys Named to 2022 Virginia Super Lawyers List; 13 Named 2022 Rising Stars
- PODCAST: Employment Edition - Flexible and Remote Working Arrangements
- How Maryland's New Family Leave Law Compares To FMLA
- David Burton Named to Inside Business' 2022 Power List
- 39 Williams Mullen Attorneys, 14 Practice Areas Recognized in Chambers USA 2022
- Government Contractors, Its Time to Register and Certify AAP Compliance
- Higher OSHA Penalties Soon To Be Issued in North Carolina
- 123 Williams Mullen Attorneys Listed in 2023 Edition of The Best Lawyers in America®
- 24 Williams Mullen Attorneys Named "Ones To Watch" by Best Lawyers®
- Four Williams Mullen Leaders Named to the Virginia 500 2022 Power List
- Beware - Increased Scrutiny on NDAs
- Williams Mullen's Labor, Employment & Immigration Practice Named in Benchmark Litigation 2023
- New Department of Labor Independent Contractor Proposed Rule
- Supreme Court of Virginia: No Individual Liability Under Virginia Wage Payment Act
- D.C.'s Amended Non-Compete Statute Bans (Most) Non-Competes in the District
- Williams Mullen Nationally Ranked in 16 Practice Areas by U.S. News - Best Lawyers "Best Law Firms" 2023
- Speak Out Act Clears House, Expected to Be Enacted
- Williams Mullen Bolsters Charlottesville Office with Addition of Employment Attorney Micah B. Schwartz
- 20 Williams Mullen Attorneys Named to CoVa Biz Magazine's Top Lawyers of Coastal Virginia

2023

- 11 Williams Mullen Attorneys Honored by Business North Carolina's 2023 'Legal Elite'
- Williams Mullen Bolsters Charlottesville Office with Addition of Employment Attorney Micah B. Schwartz
- FTC Proposes Banning (Almost All) Non-Compete Agreements
- 15 Williams Mullen Attorneys Named to 2023 North Carolina Super Lawyers List; Camden and Kapp Named to Top List
- Navigating the FTC's Proposed Rule Banning Non-Competes
- Schwartz's Move to Williams Mullen Covered by Law360
- Tales from the NLRB: When Terminating an Employee, Confidentiality and Non-Disparagement Provisions Are ULPs
- Tales From the NLRB: More Remedies More Often
- Virginia Expands Nondisclosure Agreement Law to Include Sexual Harassment Claims
- David Burton Named to CoVaBiz Magazine's Influential Business Leaders List
- David Burton and Tom Frantz Named to Inside Business' 2023 Power List
- 29 Williams Mullen Attorneys Named to 2023 Virginia Super Lawyers List; 17 Named 2023 Rising Stars
- Tales from the NLRB: General Counsel to Treat Most Non-Compete Agreements as Unfair Labor Practices
- 44 Williams Mullen Attorneys, 14 Practice Areas Recognized in Chambers USA 2023
- SCOTUS Clarifies Employer's Undue Hardship Standard for Religious Accommodations
- U.S. Government's TikTok Ban Leaves Open Questions for Contractors
- EEOC Issues Guidance on Potential Discriminatory Impact of Artificial Intelligence
- Williams Mullen Representing American National Bankshares, Inc. in Merger With Atlantic Union Bankshares Corporation
- The Future of Employer-Sponsored Voluntary DEI Programs After Students for Fair Admissions, Inc. v. President and Fellows of Harvard College
- Tales from the NLRB: Work Rules May Be Presumptively Unlawful
- Government Says Artificial Intelligence Discriminated Against Older Job Applicants
- Edward Schenk, III Named to North Carolina Lawyers Weekly's 2023 Power List for Employment Law
- New NLRB Published Rule Changes Union Election Procedures
- KVCF Attorneys to Join Williams Mullen
- Richmond BizSense Covers KVCF Joining Williams Mullen
- Tales From the NLRB: Unfair Labor Practices May Result in Order to Bargain with Union
- Three Williams Mullen Leaders Named to the Virginia 500 2023 Power List
- Woody Fowler Interviewed by Law360 Regarding Addition of KVCF Attorneys
- More Attacks on Employee Separation Agreements; Now the SEC Joins the Fray

- Williams Mullen Further Enhances Growth with Addition of 10 Attorneys
- Amanda Weaver Named to 2023 Class of 'Up & Coming Lawyers' by Virginia Lawyers Weekly
- Reminder: New Form I-9 Required Starting November 1, 2023
- Williams Mullen Represents Miller Oil in Acquisition of E.T. Lawson & Son
- Williams Mullen Nationally Ranked in 20 Practice Areas by Best Lawyers® 'Best Law Firms' 2024
- EEOC Updates COVID-19 Vaccination Guidance for Employers
- New Limitations on Restrictive Covenants in Virginia
- Why All Employers Should Have an Employee Handbook
- A Quick Primer on Employee Terminations
- 71 Williams Mullen Attorneys Named to Virginia Business Magazine's "Legal Elite" for 2023
- 14 Williams Mullen Attorneys Honored by Business North Carolina's 2024 'Legal Elite'
- 25 Williams Mullen Attorneys Named to CoVa Biz Magazine's 'Top Lawyers' of Coastal Virginia 2024
- 'New' Department of Labor Independent Contractor Rule Issued
- 15 Williams Mullen Attorneys Named to 2024 North Carolina Super Lawyers List

Related Events

- 2024 North Carolina CLE Institute, Hosted by Williams Mullen
- Updates on Recent Equal Employment Opportunity (EEO) Laws
- CLE Institute 2023
- CLE Institute 2020
- Current Trends in Worker Misclassification and Wage Theft
- 2023 North Carolina CLE Institute
- Ideas for Businesses to Navigate Economic Uncertainty Webinar
- Ideas for Businesses to Navigate Economic Uncertainty Webinar
- CLE Institute 2022
- Laura Windsor to Speak at 31st Annual Employment Law Update Seminar 2022
- Limiting The Ever-Present 'Bet the Company' Risk
- CLE Institute 2021
- Employment Law 2021: Minimizing Risk in a New Enforcement Environment
- COVID-19 Comeback Convention
- CLE Institute - The New Rules of the Workplace: The Latest Occupational Health and Safety Regulations Concerning Working Amid COVID
- The 2020 Business Solutions Series: Does Your Mandatory Training Program Comply with the Emergency Temporary Standard (ETS)?
- M&A Webinar Series - Restrictive Covenants in M&A Transactions

- Webinar: DOLI Standards
- Liability Risks to Manufacturers in the COVID-19 Era: Workplace & Employment Law Considerations
- Virginia Department of Labor and Industry's Emergency Temporary Standard: What Employers Need to Know During COVID-19
- Virginia's Emergency Temporary Standard: What Employers Need To Know Right Now About COVID-19 Procedures In The Workplace
- NLRB & US-DOL Issue Controversial Notices of Rulemaking
- VBA COVID-19 Law Practice Live Chat - Part XV
- Employment Law During COVID - A Look at the FFCRA
- Re-Opening NC Businesses: Workplace and Employment Law Considerations
- COVID-19 "Reopening" Discussion with Virginia Association of Community Banks
- Webinar: Re-Opening Businesses - Workplace and Employment Law Considerations
- Virginia Community Capital: COVID-19: Resources for Our Communities
- Virginia Bar Association: COVID-19 Law Practice Live Chat - Part V
- Helping Employers Navigate the CARES Act & FFCRA Provisions
- Webinar - ABC Carolinas Town Hall, COVID-19: Construction Employment and Business Legal Discussion
- Webinar: Turnaround and Survival Strategies from a Corporate Finance & Legal Perspective
- Webinar: COVID-19 Employment and Employee Benefits Law Considerations
- Labor and Employment Law Essentials
- CLE SEMINAR: Gender in the Workplace: What Employers and Employment Lawyers Should Know
- 10.31-12.5 | The 2020 Business Solutions Series Presented by the Hampton Roads Economic Development Alliance and Williams Mullen
- Employment Discrimination Laws
- Avoiding Wage and Hour Violations
- Joint Employment ? The Hidden Liability
- When The OFCCP Comes Knocking: A Talent Acquisition and HR Perspective
- Supporting Immigrants in the Workplace
- The Interplay Between Staffing and Construction
- Mock OSHA Trial
- Workplace Violence: Enforcement Prospective and Prevention Guidelines
- OSHA's Use of the General Duty Clause
- Employer Experiences, Agency Benefits, Non-Profits? Role in Accessing Talent Pipeline
- The #MeToo Movement in the Workplace
- The #MeToo Movement and What to Do and What Not to Do as an Employer

- Concerning the Americans with Disabilities Act (ADA): What's New?
- The New Age of Electronic Monitoring: What's New and What's Next
- The Intersection of FMLA, ADA & Workers' Compensation
- Sexual Misconduct in the Workplace
- New Challenges and New Opportunities for Respecting Sexual and Gender Diversity In the Workplace (Including an update on the #MeToo movement)
- Electronic Monitoring in the Workplace: Social Media to Sociometrics ? Balancing Employer Interests & Employee Privacy Rights
- Compliance Essentials ? ?How to Stay Out of Trouble?
- Managing Complex Leaves of Absence: Navigating the Intersection of FMLA, ADA & Workers' Compensation Leave
- Employer and Enforcement Agency Perspectives on the Americans with Disabilities Act and Pregnancy Discrimination
- WMACCA Richmond - Whistleblower Defense Update For Corporate Counsel: Managing and Confronting the Enemy Within and Without in the Aftermath of Dodd-Frank
- Oh Baby?Pregnancy Discrimination and Accommodations in the Workplace
- German-American Business Luncheon
- General Counsel Roundtable - Wage and Hour Law
- What's Next Now that OSHA Will Implement its New Rule Against Retaliatory Drug Testing?
- Non-Profits and the Updated FLSA: When and How Must Non-Profits Pay Overtime in 2016?
- Discovery Under the New Federal Rules of Civil Procedure - National Business Institute
- Addressing Gender Issues and Sexual Misconduct in the Workplace
- NCBA Management Team Conference - Respecting and Working in a Sexually and Gender Diverse Workplace
- Long-Term Care Conference
- Exclusive Opportunity for Williams Mullen Clients: Custom Seminar on Managing Sexual and Gender Diversity in the Workplace
- Bloomberg BNA Webinar - Bridging the Atlantic: Global Mobility and Comparative Employment Laws of the U.S., France, the UK, and Germany
- CAI Ask the Expert: Managing a Sexually Diverse Workplace - Legal Compliance and Best Practices
- Managing a Sexually Diverse Workplace: Legal Compliance and Best Practices for Transgender and Other LGBT Issues
- Richmond SHRM Annual Legal Update
- Knock Knock. Who's there? VOSH, the Department of Labor and the IRS?What your clients need to know about the consequences of worker misclassification
- The expanding zone of employer liability: New Rules Governing ?Joint Employment? and Liability Risks Created by People Who Interact With Your Workforce

- The Expanding Zone of Employer Liability: Important Changes Impacting Joint Employment Relationships, Vendors & Sub-Contractors and New Protections for Human Resource Professionals and Other Managers
- 10 Things to Know About Employment Law in Virginia
- Worker Misclassification - How to Avoid Tax and Employment Liability
- Avoiding and Managing Retaliation Claims Under State and Federal Law
- Avoiding and Managing Retaliation Claims Under State and Federal Laws
- Virginia Bar Association - Labor & Employment Conference
- Addressing Sexual Diversity Issues in the Workplace After Obergefell v. Hodges, Caitlyn Jenner And Other Not-So-Well-Known Cases
- ABA Labor and Employment Law Conference
- Human Resource 2.0: Professionals Forum
- Greater Richmond SHRM 2015 Annual Legal Update
- Bridging the Atlantic: Comparative Employment Laws of the U.S., France, and Germany
- Legal Technology 2011 Summit
- Seminar: Managing Risk and Legal Issues in the Education Sector
- Joint Employee Benefits - L&E Seminar
- Ensuring Compliance with Federal and State Law When Conducting Background Checks for New Hires and Existing Employees
- SHRM's Annual Legal Update
- 2014 AILA Annual Conference on Immigration Law
- Navigating the New OFCCP Regulations on Affirmative Action Obligations: Make Sure Your Organization is Ready
- Webinar- Immigration Reform: Impact on Employers
- DOMA Webinar ? What's Your Action Plan?
- OSHA Guidance for Today's Skilled Nursing Facility
- Analysis of Health Care Reform
- Stowaways in Your Workforce: Don't let your Independent Contractors and Contingent Workers Sink the Ship
- Critical Changes to FMLA Can Impact Agency Success
- Handling the Accident, Inspection & the People at OSHA
- The Employee Paradox
- Practical Advice on the Ledbetter Act and ADAAA
- New Realities in Employment Law Seminar
- The World of EPLI Claims: A Discussion on Trends and the Current Economic Condition
- Reductions in Force - Managing Legal Risks
- Understanding New Federal Economic and Union Legislation: What it Means for Your Businesses

- inVision Chesterfield: Employee Free Choice Act
- Family Medical Leave Act There's a New Sheriff Coming to Town (and New Regulations, too!)
- Employee Free Choice Act Are you ready for the Obama Labor Board?
- Containing Absenteeism - Employer's Obligations Under the FMLA, ADA & VA worker's Compensation Act
- Hostile Work Environments - Employer's in the Line of Fire
- Industrial Personnel Managers' Employment Law Boot Camp
- Find Them, Hire Them and Keep Them; Containing Absenteeism and Dealing with the New EEO - 1 Requirements
- How to Protect Your Company From Unfair Business Practices
- The "Nuts and Bolts" of E-Verify: ARE YOU READY?
- Ask the Experts
- Don't Give Me No Lines, and Keep Your Hands to Yourself
- Employment Practice Claims: Slowing a Cost Driver
- The 2012 Pro-Labor Initiative--What you must know.

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