

# Jimmy Daniel

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## PRACTICE AREAS

Class & Collective Action | Labor & Employment | Employment Law Compliance Advice & Training | Employment Litigation | Labor & Union Relations | Wage & Hour | Workplace Accommodation & Leave Issues | Workplace Environmental, Health & Safety/OSHA | Litigation | Immigration | Alternative Dispute Resolution (ADR) | Investigations & Special Projects | International/World Law Group

Jimmy Daniel's practice focuses on advising and representing employers of all sizes in both union and non-union settings, offering guided counsel to his clients in finding practical solutions to their employment-related matters. Mr. Daniel currently serves as Co-Chair of the firm's Labor & Employment Group and Employment Law Compliance Advice & Training Group, and is a member of the firm's Hiring Committee.

## EDUCATION

- J.D., *cum laude*, University of Georgia School of Law, 2000
    - Donald P. Gilmore, Jr. Memorial Award for Overall Excellence in Employment Law
- B.B.A, University of Georgia, 1996

## BAR ADMISSIONS

- Georgia
- Tennessee

## COURT ADMISSIONS

- U.S. District Court, Northern District of Georgia
- U.S. Court of Appeals, D.C. and 11th Circuits

## ACCOLADES

- Chambers USA: America's Leading Lawyers for Business, 2015-2018
- *Georgia Super Lawyers*® – Rising Stars, 2010, 2012-2014
- *Georgia Trend* magazine – Legal Elite, 2009, 2011, 2013-2017
- BTI – Client Service All-Stars, 2011

## MEMBERSHIPS

- Atlanta Bar Association
- State Bar of Georgia
- Tennessee Bar Association

## EXPERIENCE

- Litigation Avoidance (counseling executive leadership team and human resources professionals, conducting management training, drafting workplace policies, performing workplace investigations).
- Special Employment Initiatives (managing reductions-in-force and other corporate restructurings, conducting FLSA audits and exemption conversions, drafting and implementing ADR programs).
- Contract Preparation (drafting and negotiating employment, severance and related agreements).
- Employment Litigation (appearing before EEOC, DOL, and state/local agencies, defending claims under Title VII, Section 1981, ADA, ADEA, FMLA, FLSA, EPA, and various state laws).
- Protection of Business Assets (preparing and enforcing noncompete, nondisclosure, and nonsolicitation agreements).
- Labor Relations (appearing before NLRB, managing grievance process and arbitration, providing advice regarding union avoidance and management of existing union relationship).