



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
 - o Donald P. Gilmore, Jr. Memorial Award for Overall Excellence in Employment Law
- B.B.A, University of Georgia, 1996

BAR ADMISSIONS

- Georgia
- Tennessee

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).