

ERICA JOHNSON

Senior Associate / Memphis

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Erica Johnson's legal practice is focused on the defense and counsel of management clients in matters related to labor and employment law.

Prior to joining FordHarrison as an associate, Erica worked as a summer associate in three different firms. She worked as a summer associate in the labor and employment division of a large hospital and as a summer associate for a large global paper goods company. In these roles, she formulated personnel policies, conducted discrimination investigations, and provided advice and counsel on employment law matters. Erica also served as a summer associate at FordHarrison while in law school, obtaining hands-on employment law litigation and labor relations experience in the representation of the firm's clients. Her law school activities and honors included serving as Notes Editor for the *University of Memphis Law Review*, completing a judicial externship with the Honorable Judge Bernice B. Donald of the United States Court of Appeals for the Sixth Circuit, receiving two academic scholarships while in law school, serving as President of Street Law, and serving as an Alumna Bar Mentor providing bar preparation advice to recent graduates.

Before pursuing her legal career, Erica earned a master's degree in Human Resources Management. She has over 13 years' experience in human resources specializing in Affirmative Action and OFCCP compliance.

Representative Experience

- » Provided the latest COVID advice for a large multi-state organization.
- » Conducted an I-9 internal audit for a large employer to ensure compliance with the U.S. Citizenship and Immigration Services.
- » Assisted the needs of a fast-growing hardware distributor by revising employee handbooks.

Memberships

EDUCATION

- » University of Memphis School of Law (J.D., 2020)
- » Webster University (M.A., 2005)
- » University of Memphis (B.S., 2002)

BAR ADMISSIONS

- » Tennessee

COURT ADMISSIONS

- » U.S. District Court for the Western District of Tennessee

- » American Bar Association
- » Tennessee Bar Association
- » Memphis Bar Association
- » Association for Women Attorneys

News & Insights

- » September 05, 2023 - OFCCP Announces New Scheduling Letter for Federal Contractors
- » April 12, 2023 - "Ja Morant's Return Following an 8-Game Suspension: Key Takeaways for Employers when Handling an Employee's Off-Duty Misconduct," EntertainHR
- » January 19, 2023 - "Workplace Emergency Preparedness: Damar Hamlin's Sudden Collapse During a Monday Night Football Game Spotlights the Importance of Planning for the Unexpected," EntertainHR
- » October 05, 2022 - "The Rising Costs Of Inflation: Can Employers Become Superheroes To Help Employees Combat Ever-Increasing Prices?," EntertainHR
- » March 25, 2022 - OFCCP Proposes Dialing Back Transparency and Legal Thresholds in "PDN Rule"

Events

- » October 27, 2023 - "What You Need to Know About the New EEOC, Supreme Court & NLRB Initiatives" Complimentary Lunch & Learn - Memphis, TN
- » April 20, 2023 - "2023 Labor and Employment Law Update" Complimentary Breakfast Briefing - Memphis, TN
- » October 12, 2022 - "How to Address your Workforce in a New Era" Complimentary Breakfast Briefing - Memphis, TN
- » March 10, 2022 - Countdown to OFCCP Compliance Verification: Are You Ready? - Complimentary Webinar
- » January 20, 2022 - Tennessee State Law Update - Complimentary Webinar

Offices

- » *Memphis:*
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