

HENRY F. WARNOCK

Partner / Atlanta

hwarnock@fordharrison.com / P: 404-888-3808



Henry Warnock is the Office Managing Partner of FordHarrison's Atlanta office and devotes his practice to traditional labor law and employment litigation, with a particular focus on the healthcare and technology industries.

Henry guides clients through all facets of traditional labor law. He routinely serves as the chief negotiator in contract negotiations across a variety of industries. When clients face union organizing campaigns, he provides strategic legal advice on the response, having represented employers in more than a dozen union election campaigns within the last two years. Henry also handles unfair labor practice charges before the National Labor Relations Board and labor arbitrations.

Henry has extensive experience working with start-up companies in the technology industry and partnering with these companies to provide practical guidance in response to the unique challenges they face with rapidly expanding workforces.

In addition, Henry defends employers in discrimination and retaliation cases involving the Fair Labor Standards Act (FLSA), Family and Medical Leave Act (FMLA), Americans with Disabilities Act (ADA), and Title VII.

Henry worked in-house with the labor and employment group at Georgia Pacific, providing him with a first-hand appreciation of the needs of clients. Henry also completed an externship at the U.S. Department of Labor in Atlanta, Georgia, where he worked on a variety of employment issues for the Office of the Solicitor.

Representative Experience

- » Serve as chief negotiator in contract negotiations for the nation's largest hospital organizations;
- » Represented employers in over a dozen union election campaigns within the last two years, including multiple instances in which unions withdrew their petitions for elections following legal challenges;

EDUCATION

- » University of Georgia School of Law (J.D., *cum laude*, 2009)
- » Vanderbilt University (B.S., *magna cum laude*, 2005)

BAR ADMISSIONS

- » Georgia

COURT ADMISSIONS

- » Supreme Court of Georgia
- » U.S. District Court for the Northern District of Georgia
- » U.S. District Court for the Middle District of Georgia
- » Georgia State Court
- » U.S. Court of Appeals for the Eleventh Circuit
- » U.S. Court of Appeals for the Fifth Circuit
- » Georgia Court of Appeals

- » Obtained labor arbitration victories across multiple industries in contract interpretation and discipline and discharge cases;
- » Represented client in decertification election campaign resulting in vote against unionization;
- » Obtained summary judgment in discrimination lawsuit;
- » Counseled technology start-up through expansion from single office location to national footprint;
- » Advised multiple start-up companies regarding implementing policies commensurate with scope and scale of operations.

Honors & Awards

- » "Georgia Super Lawyers" *Super Lawyers Magazine* (2024)
- » "Georgia Rising Stars" *Super Lawyers Magazine* (2017-2022)

News & Insights

- » SourceBook - Editor, FordHarrison's Labor & Employment Law Sourcebook, Coping with Unions
- » January 17, 2024 - FordHarrison Announces New Leadership Changes
- » April 13, 2022 - NLRB's Top Prosecutor Seeks to Muzzle Employers by Banning Employee Meetings
- » August 27, 2019 - NLRB Further Expands Private Property Rights by Limiting Non-Employee Handbilling
- » July 19, 2019 - "NLRB Clears Path for Employers to Withdraw Union Recognition," SHRM

Events

- » March 04, 2022 - "A View of the NLRB," 2022 Executive Healthcare Labor & Employment Law Conference
- » April 12, 2019 - "Addressing the Union's Social Media Machine," 2019 FordHarrison Airline Labor & Employment Law Symposium - Austin, TX
- » April 11, 2019 - "The Unique Employment and Labor Law Landscape for Airline Service Providers", 2019 FordHarrison Airline Labor & Employment Law Symposium - Austin, TX

Offices

- » *Atlanta:*
271 17th Street NW, Suite 1900

Atlanta, Georgia 30363