FORDHARRISON

TAMMIE L. RATTRAY

Partner / Tampa
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Tammie is an experienced labor and employment lawyer with a broad scope of practice that includes both employment litigation and traditional labor law.

Tammie represents clients in both union and union-free environments, providing legal counseling and support to meet her client's objectives. Her experience includes providing legal representation throughout collective bargaining, grievances and arbitrations, administrative proceedings before the National Labor Relations Board, and union organizing. Tammie also frequently represents clients in employment litigation, having successfully defended a broad array of claims including discrimination, harassment, retaliation, whistle-blower, and wage and hour, and she has successfully tried numerous cases to both federal and state court juries. Tammie's active practice and broad experience in all facets of labor and employment allows her to provide comprehensive advice to her clients.

Tammie's practice crosses a number of industries in both the public and private sectors, with a significant focus on her work with healthcare providers in all aspects of labor and employment law. She has led collective bargaining efforts across the country, having negotiated over 150 contracts, and she partners with her clients in subsequent contract administration. Tammie also focuses on preventative work and counseling, and she is ready when organizing or other challenges require a swift and decisive response.

Tammie is Florida Bar Board Certified in Labor & Employment Law. She also serves as Co-Chair of FordHarrison's Labor Relations practice group, is a member of the firm's Healthcare practice group, and serves on the Labor Lawyers Advisory Committee for CUE (including as past Chair) and as a member of the Labor Relations Advisory Committee (LRAC). Tammie is actively involved in the Tampa Bay area, having served on the Board of Trustees for Cove Behavioral Health (including as past Chair) and the Pepin Academy Foundation, and she is a graduate of Leadership Tampa Bay as well as an active dog foster for Florida All Retriever Rescue. In 2023, Tammie was appointed by Florida Attorney General Ashley Moody to serve on the Board of Directors of the Florida Alliance to

EDUCATION

- University of Florida College of Law (J.D., *with honors*, 1997)
- University of Florida (B.S., *with honors*, 1994)

BAR ADMISSIONS

- Florida

COURT ADMISSIONS

- U.S. District Court for the Middle District of Florida
- U.S. District Court for the Southern District of Florida
- U.S. Court of Appeals for the Eleventh Circuit
- U.S. District Court for the Northern District of Florida
- U.S. Court of Appeals for the Ninth Circuit
- U.S. Court of Appeals for the District of Columbia Circuit

FIRM LEADERSHIP

- Labor Relations Practice, Co-Chair

End Human Trafficking.

Representative Experience

- Provided legal representation to a hospital system in an organizing drive that ended with the union's withdrawal of the petition.
- Acted as lead negotiator for concurrent collective bargaining agreements for 19 Florida hospitals.
- Provided legal counseling to a large airline in a post-merger union organizing drive.
- Managed a large team of attorneys providing legal representation to multiple hospitals in concurrent union campaigns in neutral environment.
- Acted as lead trial counsel for a large hospital system sued for discrimination and retaliation claims under the Florida Civil Rights Act.
- *Per Florida Bar rules, information on litigation and other legal successes has not been disclosed but is available upon request.*

Honors & Awards

- AV® Preeminent Peer Review Rated by Martindale-Hubbell.
- *The Best Lawyers in America* – Employment Law - Management and Labor Law - Management (2008-2027)
- 2016 Tampa Lawyer of the Year – Labor Law – Management by *The Best Lawyers in America*.
- 2015 Tampa Lawyer of the Year - Employment Law – Management by *The Best Lawyers in America*.
- *The Legal 500 United States*, Recommended attorney in Labor & Employment - Labor and Employment Disputes (2021)
- "Florida Super Lawyers" by *Super Lawyers* magazine.
- "Best Lawyer" by *Florida Monthly* magazine.

Memberships

- American Bar Association
- The Florida Bar
- Hillsborough County Bar Association
- Labor Lawyers Advisory Committee (Chair, 2017-2018) for the Council for a Union-Free Environment

- Labor Relations Advisory Committee (LRAC)
- Labor Relations Practice Group, Co-Chair

News & Insights

- August 17, 2023 - Nineteen Florida-Based FordHarrison Attorneys Listed in the 2024 Best Lawyers in America and Eight Listed in Ones To Watch

Events

- February 16, 2023 - "2023 Annual Labor & Employment Law Checkup," ACC Tampa Bay Seminar - Tampa, FL
- January 19, 2023 - "NLRA," Florida Bar 23rd Annual Labor and Employment Law Update and Certification Review
- January 27, 2022 - "NLRA," Florida Bar 22nd Annual Labor and Employment Law Update and Certification Review

Offices

- *Tampa:*
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