

ANESSA ABRAMS

Partner / Washington, DC

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As a management labor and employment attorney, Anessa Abrams's practice ranges from unfair labor practice complaints under the National Labor Relations Act to discrimination, harassment, retaliation, wage and hour, and non-compete matters.

Anessa counsels corporate executives and managers on the myriad of issues that arise in the employer-employee relationship, including classification issues under the Fair Labor Standards Act, leave requests, employee terminations, and layoffs. Anessa has investigated allegations of inappropriate workplace conduct, and has conducted training sessions for managers and supervisors on EEO issues.

Representative Experience

- » Obtained summary judgment on a race, religion and national origin case based on failure to hire.
- » Achieved a favorable decision in a grievance arbitration involving the termination of an employee.
- » Defended owner of property in a temporary restraining order proceeding seeking to enjoin sale of property based on alleged violation of collective bargaining agreement. Temporary restraining order denied.
- » Obtained dismissal of an eleven count complaint alleging race/color and disability discrimination, retaliation, FMLA violations, breach of contract, and employment torts. Dismissal affirmed by the Fourth Circuit.
- » Obtained dismissal of a race and sex discrimination complaint.
- » Assisted company with enforcement of a non-compete agreement.

Honors & Awards

- » AV® Preeminent Peer Review Rated by Martindale-Hubbell
- » *The Best Lawyers in America* - Litigation - Labor and

EDUCATION

- » George Washington University Law School (J.D., *with honors*, 1995)
- » University of California, San Diego (B.A., *magna cum laude*, 1992)

BAR ADMISSIONS

- » District of Columbia
- » Maryland

COURT ADMISSIONS

- » U.S. District Court for the District of Maryland
- » U.S. Court of Appeals for the Fourth Circuit
- » U.S. Court of Appeals for the Tenth Circuit
- » U.S. District Court for the District of Columbia
- » U.S. Court of Appeals for the District of Columbia Circuit

Employment (2025)

- » "Washington, DC Super Lawyers," *Super Lawyers* magazine (2013, 2017-2022)

Memberships

- » District of Columbia Bar Association
- » Maryland State Bar Association
- » American Bar Association, Section of Litigation
- » American Bar Association, Section of Labor and Employment Law
- » National Association of College and University Attorneys (NACUA)

News & Insights

- » October 30, 2024 - EEOC's Recent Enforcement of the Pregnant Workers Fairness Act: What Employers Need to Know
- » August 15, 2024 - Three Washington D.C.-Based FordHarrison Attorneys Listed in the 2025 Best Lawyers in America and One Listed in Ones to Watch
- » April 21, 2022 - Maryland is the Latest State to Pass Paid Family and Medical Leave
- » July 23, 2020 - D.C. Expands Face Mask Requirement – Including Mandate for Employer Provided Masks

Offices

- » *Washington:*
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