FORDHARRISON

PAUL R. BESHEARS

Of Counsel / Atlanta
pbeshears@fordharrison.com / P: 404-888-3879



Paul Beshears represents employers in all aspects of labor and employment law with an emphasis on collective bargaining, strikes, union organizing campaigns, labor arbitrations, and NLRB unfair labor practice cases.

He also advises companies on labor and employment issues, including those that arise in connection with mergers and acquisitions, reductions in force, and plant closings, and those dealing with the labor law aspects of government contracting, such as compliance with the Davis-Bacon Act and the Service Contract Act. In addition, he conducts management training on a variety of labor and employment law issues. Paul has served as lead counsel in a number of jury and non-jury cases involving claims of discrimination, wrongful discharge, breach of employment contract, and misappropriation of trade secrets.

Paul is a member of FordHarrison's Traditional Labor and Healthcare practice groups. In addition to representing employers in healthcare, Paul represents companies in numerous industries, including manufacturing, construction, and government contracting. Paul also worked in house for over five years for an Atlanta-based printing and software company that operated over fifty facilities across the country.

Representative Experience

- Served as chief spokesman in union negotiations for hospitals in states across the country. The unions involved include the Service Employees International Union, United Healthcare Workers – West, National Nurses Organizing Committee, and Laborers' International Union.
- Served as chief spokesman in union negotiations at multiple locations nationwide for a manufacturing company whose employees primarily were represented by the Steelworkers.
- Represented California healthcare employer in union organizing campaign under NLRB's expedited election rules. Union withdrew before the election.
- Successfully represented company in WARN Act litigation brought by union arising out of company's shutdown of

EDUCATION

- University of Georgia School of Law (J.D., 1983)
- Georgia Institute of Technology (B.I.E., *with highest honors*, 1980)

BAR ADMISSIONS

- Georgia

COURT ADMISSIONS

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

operations without advance notice.

- Represented California hospital during strike by nurses.

Honors & Awards

- AV® Preeminent Peer Review Rated by Martindale-Hubbell
- "Lawyer of the Year," *The Best Lawyers in America* – Atlanta Labor Law – Management (2021)
- *The Best Lawyers in America* – Labor Law, and Employment Law – Management

Memberships

- State Bar of Georgia (Labor & Employment Law Section)
- American Bar Association (Labor & Employment Law Section)
- Atlanta Bar Association (Labor & Employment Law Section)

News & Insights

- SourceBook - Editor, FordHarrison's Labor & Employment Law Sourcebook, NLRA'S Impact On the Workplace
- August 17, 2023 - Fourteen Atlanta-Based FordHarrison Attorneys Listed in the 2024 Best Lawyers in America and Five Listed in Ones To Watch

Events

- March 03, 2022 - "Strikes and Negotiations," 2022 Executive Healthcare Labor & Employment Law Conference

Offices

- *Atlanta:*
  271 17th Street NW, Suite 1900
  Atlanta, Georgia 30363