FORDHARRISON

FREDERICK L. WARREN

Of Counsel / Atlanta
rwarren@fordharrison.com / P: 404-888-3828



Rick Warren handles all aspects of labor and employment law, including traditional labor law, employment litigation, wage and hour matters, workplace safety, and noncompete issues. He has extensive experience representing automotive dealerships.

He litigates cases before federal and state courts and administrative agencies throughout the country. He defends both individual and class action cases and has substantial jury trial experience. Rick also handles numerous mediations and arbitrations.

He devotes a significant part of his practice to preventive law and advising clients how to avoid/resolve labor and employment disputes and litigation. He has written numerous articles on labor and employment issues and frequently conducts management training and seminars.

Representative Experience

- Negotiated plant closing agreement at unionized facility.
- Advised and defended clients in workplace safety matters involving federal OSHA and state OSHA agencies
- Advised a wide variety of clients regarding issues related to the Coronavirus.
- Assisted numerous clients with reductions in force and compliance with federal and state WARN Acts and served as an expert witness in WARN Act litigation.
- Conducted seminars on the Coronavirus, reductions in force and recalling employees, wage and hour law, the ADA and FMLA, social media, independent contractors, joint employers, and mandatory arbitration agreements.
- Advised clients on the issues related to unionization and/or efforts to organize their employees.
- Negotiated withdrawals from multi-employer pension plans.
- Defended clients in lawsuits alleging harassment, race, sex,

EDUCATION

- University of Georgia School of Law (J.D., *cum laude*, 1981)
- University of Georgia (A.B., *magna cum laude*, 1978)

BAR ADMISSIONS

- Georgia

COURT ADMISSIONS

- 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 Third Circuit
- U.S. Court of Appeals for the Seventh Circuit
- U.S. Supreme Court
- U.S. Court of Appeals for the Eighth Circuit

pregnancy, national origin, and disability discrimination, retaliation, FMLA interference, violations of wage and hour laws, and retaliation for asserting a worker's compensation claim.

- Conducted wage and hour audits for compliance with federal and state laws.
- Advised and represented clients in litigation regarding non-compete, non-solicitation, and other restrictive covenant issues.

Honors & Awards

- AV® Preeminent Peer Review Rated by Martindale-Hubbell
- *Chambers USA: America's Leading Lawyers for Business,* Labor & Employment
- The College of Labor and Employment Lawyers, Fellow
- *"BTI Client Service All-Star Team"*
- "Georgia Super Lawyers - Employment and Labor" *Super Lawyers* magazine
- *The Best Lawyers in America* – Labor & Employment Law, Litigation - Labor & Employment (2006 - 2027)
- *The Best Lawyers in America* – Atlanta Labor Law – Management "Lawyer of the Year" (2013)
- "Georgia's Legal Elite" by *Georgia Trend Magazine*
- American Bar Foundation, Fellow

Memberships

- American Bar Association
- Atlanta Bar Association
- Federal Bar Association
- Lawyers Club of Atlanta
- National Association of Dealer Counsel

News & Insights

- SourceBook - Editor, FordHarrison's Labor & Employment Law Sourcebook, OSHA
- November 18, 2024 - Federal District Court Invalidates DOL Overtime Rule
- August 26, 2024 - Fifth Circuit Court of Appeals Nixes DOL's Tip Rule

- July 03, 2024 - New Update on Litigation Challenging the DOL's 2024 Salary Rule
- July 01, 2024 - Status of Litigation Challenging the DOL's 2024 Salary Rule

Events

- September 19, 2024 - 2024 Employers' Election Guide: Voting Leave, Political Speech in the Workplace, NLRA's Protections and More - Complimentary Webinar
- November 02, 2022 - 2022 Employers' Election Guide: Voting Leave, Political Speech in the Workplace, NLRA's Protections and More - Complimentary Webinar
- September 07, 2022 - "Hiring Freezes, Layoffs, and the WARN Act," Alabama SHRM Employment Law and Compliance Conference - Opelika, AL
- November 16, 2021 - Navigating OSHA's New COVID-19 Emergency Temporary Standard - Complimentary Webinar

Offices

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