

Edward M. Richards

Vice President of Labor Relations and Chief Labor Relations Counsel



Ed Richards serves as Vice President of Labor Relations and Chief Labor Relations Counsel for Tenet Healthcare. He oversees all labor relations functions for Tenet, United Surgical Partners International, and Conifer Health Solutions, managing a team responsible for negotiating and administering over 65 collective bargaining agreements at facilities across the United States.

Ed is an experienced executive attorney and labor relations professional, working in legal practice and human resources in both law firm and corporate settings. He brings a robust knowledge of all aspects of labor and employment law, labor relations, and employee relations to Tenet.

Before joining Tenet in early 2020, Ed served as Assistant Vice President of Labor & Employee Relations at HCA Healthcare for four years. Previously, he was Director of Labor Relations at HCA and, prior to that, an attorney in the labor and employment practice at Jones Day, a US-based international law firm.

He is a graduate of Notre Dame Law School, where he received his law degree. He obtained his Bachelor of Arts degree in English from Oakland University in Rochester, Michigan.