



## Gordon J. Rose

Of Counsel



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**In every instance, I listen to my clients, empathize with them, and relentlessly help them pursue their goals.**

Gordon Rose brings approximately 30 years of extensive arbitration, mediation, and litigation experience to the labor and employment team. With experience before federal, state, and administrative judges and agencies, he is adept at dispute resolution in highly combative, sensitive, and confidential situations. Gordon frequently assists clients in a variety of industries, such as health care practices, manufacturers, unionized employers, startups, aviation, and sports and entertainment. His notable achievements include spearheading investigations and responses for disciplinary, EEOC, DOL, NLRB, benefits, and contractual disputes, crafting and revising employment handbooks and policies, and ensuring compliance with Title VII, ADA, and other labor and employment laws. Additionally, he has drafted and advised employers on noncompetes and other employment-related agreements.

Gordon's distinctive approach involves treating his clients like family, while providing them with the best counsel and unwavering dedication. His commitment extends to offering innovative solutions, often requiring him to think outside the box, and delivering candid advice. He prioritizes the cultivation of collaborative and collegial relationships with clients and opposing counsel while maintaining the readiness to vigorously and professionally pursue the goals of his clients.

### Licensed in Georgia

*Tennessee (Practice Pending Admission pursuant to Tenn. Sup. Ct. R. 7, Sec. 10.07)*

## Experience

Provided lead representation and arbitration services in disciplinary contractual disputes and before government agencies on behalf of the Air Line Pilots Association

### Services

- Arbitration, Mediation, and Dispute Resolution
- Chambliss Startup Group
- General Counsel
- Labor and Employment
- Litigation and Risk Management
- Physician Practices

### Industries

- Aviation
- Education
- Food and Beverage
- Health and Wellness
- Media, Publishing, and Entertainment
- Startups and Emerging Companies
- Transportation and Logistics

### Admissions

- Georgia

### Education

- J.D., Syracuse University School of Law, 1993
- B.A., Tulane University, 1990

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Managed hundreds of disciplinary, benefits, FAA, and contract matters per year

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Advised client regarding revisions and implementation of contractual provisions and workplace policies

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Advised leadership on new employment laws, policies and procedures, safety programs, and accident investigations

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Drafted legal briefs, pleadings, discovery, contract language, settlement and severance agreements, and policy revisions (including drug and alcohol programs, attendance, social media, leave of absence, discharge, and appearance policies) for a variety of entities

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Litigated unfair labor practices against a nationally acclaimed orchestra and union before the National Labor Relations Board

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Responded to an investigation of I-9 violations and knowing employment of undocumented workers for a client in the manufactured homes industry; negotiated a reduction of proposed IRCA fines from threatened \$750,000 to zero while also eliminating threatened criminal charges

## Associations

### Bar Associations

- Georgia Bar Association

## Noteworthy

- Received Certificate of Achievement in Conflict Resolution from the Maxwell School of Public Administration of Syracuse University

## Community

- Elder at Decatur Presbyterian Church

## Sidebar

Gordon enjoys spending time with his two children, whether by supporting their sports and life endeavors or relaxing together by watching movies, traveling, or scuba diving. His hobbies include exercising, scuba, international travel, reading, pop culture memorabilia and collectables, singing tenor with a church choir, and cooking.