

## William H. Pickering

Shareholder



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**My relationship with my clients is a partnership. I listen first and talk second, and my clients and I then work together to achieve their goals and objectives.**

Nationally recognized for his client service, Bill Pickering brings to the table a unique combination of employment law and trial experience and a commitment to excellence. Bill's wealth of experience includes the representation of employers in matters involving employment discrimination and retaliation and in labor arbitration with unions. Bill advises clients of their rights and obligations under the Americans with Disabilities Act (ADA), the Family and Medical Leave Act (FMLA), the Fair Labor Standards Act (FLSA), the National Labor Relations Act (NLRA), and the laws applicable to government contractors. He prepares affirmative action plans for some of Tennessee's largest employers and represents those companies in compliance reviews conducted by the federal government.

A member of the American Board of Trial Advocates (ABOTA), Bill has successfully defended numerous jury and non-jury cases, including class actions, in multiple jurisdictions and before various governmental agencies. Bill's trial work includes the handling of major employment and commercial litigation as well as disputes involving independent contractors.

Bill understands his clients' businesses and uses his extensive experience to assist them in making difficult employment and policy decisions. Bill has been named a Client Service All Star by BTI Consulting Group which selects only about 300 lawyers nationwide for this honor, based on nominations by corporate counsel with Fortune 1000 companies. Bill is listed in the Best Lawyers in America for the representation of management in Labor and Employment matters and has been twice been selected as Chattanooga's Lawyer of the Year for Labor and Employment work.

## Experience

Successful defense of Tennessee health care provider in federal age discrimination suit; jury verdict for defendant following four-day trial

## Services

- Affirmative Action Compliance
- Class Actions
- Labor and Employment
- Litigation and Risk Management
- Municipal Litigation and Representation
- Trade Regulation and Product Distribution

## Industries

- Automotive
- Education
- Food and Beverage
- Manufacturing
- Municipal and Government
- Transportation and Logistics

## Admissions

- Alabama
- Georgia
- Tennessee
- U.S. Court of Appeals Ninth Circuit
- U.S. Court of Appeals Sixth Circuit
- U.S. District Court Eastern District of Tennessee
- U.S. District Court Northern District of Alabama

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Successful defense of separate class actions in California, Florida and Massachusetts in suits involving alleged violations of wage-and-hour laws

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Successful representation of two Tennessee employers in separate suits to enforce noncompetition and trade secrecy agreements

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Successful defense of separate lawsuits by School System administrators alleging statutory violations and breach of contract in connection with merger of City and County Schools; decisions in client's favor affirmed by Tennessee Court of Appeals in both cases

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Successful defense of Arkansas federal court suit for alleged violations of Americans with Disabilities Act; jury verdict for defendant following three-day trial

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Successful defense of Tennessee manufacturer in federal suit alleging violations of ERISA and the Family and Medical Leave Act

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Successful defense of Georgia personal injury action in which permanently disabled plaintiff alleged that independent contractor was client's employee

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Successful defense of Tennessee manufacturer in federal suit alleging violations of the Americans with Disabilities Act; decision in client's favor affirmed by Sixth Circuit Court of Appeals

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Successful defense of Mississippi suit for alleged breach of independent contractor agreement

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Successful defense of Tennessee manufacturer in federal suit alleging race discrimination and retaliation; decision in client's favor affirmed by Sixth Circuit Court of Appeals

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Successful defense of Arkansas retaliatory discharge suit; directed verdict for defendant

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## Associations

### Bar Associations

- Chattanooga and Tennessee Bar Foundations, Fellow
- Chattanooga Bar Association, past President
- Tennessee Bar Association
- State Bar of Georgia
- Alabama State Bar
- Lookout Mountain (North Georgia) Bar Association

- U.S. District Court Northern District of Georgia

## Education

- J.D., Vanderbilt University Law School, 1976
- B.A., University of the South, magna cum laude, 1973

## Noteworthy

- Listed Recognized Practitioner in *Chambers USA: America's Leading Business Lawyers* for Labor & Employment, 2018
- *Best Lawyers in America*, "Chattanooga Employment Law-Management Lawyer of the Year," 2016
- *Best Lawyers in America*, "Chattanooga Labor and Employment Litigation Lawyer of the Year," 2015
- *BTI Client Service All-Stars in Labor and Employment Law and Complex Litigation*, *The BTI Consulting Group*, 2011-2015, 2017, and 2019
- *Best Lawyers in America*, Employment Law - Management, Labor Law - Management, and Labor and Employment Litigation
- American Board of Trial Advocates (ABOTA)
- Martindale-Hubbell® AV® Preeminent™ Peer Review Rated
- Avvo 10.0 Rating
- *Vanderbilt Law Review*, Associate Editor
- Phi Beta Kappa

## Community

- Grace Episcopal Church, former Vestry Member and Senior Warden

## Sidebar

Outside of the office, Bill is an active member of Grace Episcopal Church, where he served as a Vestry Member and Senior Warden. He enjoys traveling with his wife and is a dedicated Vanderbilt baseball fan.