

Terry Finnerty

Littler CaseSmart Counsel

direct: (816) 788-7119

tfinnerty@littler.com

Focus Areas

Littler CaseSmart

Overview

As a member of the Littler CaseSmart – Charges™ team, Terry Finnerty is responsible for handling charges from investigation to conclusion. He works on client-dedicated service teams, focusing on handling administrative agency charges. He investigates charge allegations, reviews pertinent documents, interviews key witnesses, and provides clients an assessment of the risks associated with the charge. In partnership with the client, he defends the charge by drafting persuasive position statements and responses to the agency's requests for information.

Terry has extensive experience defending companies in employment and commercial disputes before federal and state courts and agencies, including employment discrimination claims, wrongful discharge cases, wage and hour litigation, employment contract matters, business related torts, licensing issues, unfair competition, and mergers and acquisitions. Highlights of Terry's background prior to joining Littler include:

- Successfully defended companies against class and collective actions and DOL on-site investigations arising under the FLSA and state laws
- Developed and implemented a wide range of human resources policies and provided advice concerning reductions in force, outsourcing and employee leasing issues
- Experienced in handling union election campaigns and ULP proceedings, collective bargaining negotiations, arbitrations, supervisor and management training, and strike and lockout preparation, under both the NLRA and RLA
- Successfully represented employers in ULP cases and representation disputes before the NLRB and NMB
- Served as company lead in negotiations for initial and successor CBAs, as well as plant closure and relocation decisions
- Successfully defended numerous employers in discharge/discipline and contract interpretation arbitrations
- Provided litigation and union avoidance training to all levels of management for employers in various industries

- Counseled employers concerning government investigations, I-9 compliance, HIPPA, drug testing and data breach issues

Professional and Community Affiliations

- CEO and Secretary, Druid Hills Wrestling Association, Inc., 2012-present

Recognition

- Executive Notes & Comments Editor – Candidacy, *Emory Law Review*, *Emory University School of Law*, 1989

Education

J.D., Emory University School of Law, 1989

B.A., University of Richmond, 1986

Bar Admissions

Georgia

Courts

U.S. Supreme Court

U.S. Court of Appeals, 6th Circuit

U.S. Court of Appeals, 9th Circuit

U.S. Court of Appeals, 10th Circuit

U.S. Court of Appeals, 11th Circuit

Georgia Supreme Court

Georgia Court of Appeals

U.S. District Court, Northern District of Georgia

U.S. District Court, Middle District of Georgia

U.S. District Court, District of Colorado