



## Michael S. Moschel

Shareholder

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## Practice Areas

Labor Management Relations  
Government Contracting  
Healthcare  
Higher Education

## Overview

Recognized for his results-driven counsel, Michael Moschel zealously advances the business interests of national and regional employers. His providential legal advice meshes seamlessly with the goals of clients – signifying his immersion in their partnership and a keen understanding of their operations.

Michael brings notable on-the-ground experience to his traditional labor work, with distinctive strength in the healthcare and federal contracting industries. He negotiates significant labor contracts and represents employers before the National Labor Relations Board (NLRB) and the Department of Labor (DOL). He regularly advises clients regarding compliance with the National Labor Relations Act (NLRA) and federal government contractor labor laws, regulations and executive orders, including obligations under the McNamara-O’Hara Service Contract Act (SCA) and the Davis-Bacon Act.

Michael has achieved the following for his clients:

- Favorably resolved contentious SCA claims brought by a union against a large defense contractor – saving the client and U.S. taxpayers millions of dollars
- Negotiated a five-year labor contract on behalf of a large teaching hospital
- Secured an appellate court victory for a private university in a class action claim under the Worker Adjustment and Retraining Notification Act
- Advised a national nursing-home chain in the acquisition of multiple properties and followed up with strategic advice on union negotiations

- Successfully represented a large aerospace contractor in a federal lawsuit brought by a union against the contractor and NASA under Section 301 of the NLRA and the SCA

Michael excels at assisting employers in the management of people in the workplace, garnering accolades from peers and clients. He advises and litigates in a wide range of employment law, including restrictive covenants agreements, wage and hour compliance, discipline and discharge, reductions in force, discrimination and civil rights, sexual harassment, misclassification of employees as independent contractors and I-9 compliance.

## Professional and Community Affiliations

- Member, Labor and Employment Law Section, American Bar Association
- Member, American Health Lawyers Association
- Member, Labor Advisory Council, National Federation of Independent Business
- Member, Board of Trustees, General Counsel, Harding Academy
- Board Member, Leah Rose Residence for Senior Citizens

## Events & Speaking Engagements

### **Navigating the 2025 Labor Landscape: Key Trends and Changes for Tennessee Employers**

April 10, 2025

### **2024 Legislative Update for Tennessee Employers**

June 20, 2024

### **Lions, Tigers, and Strikes: The New Collective Bargaining**

Littler Executive Employer Conference, Phoenix, AZ

May 8, 2024

### **Hot Topics in Labor Law**

February 21, 2024

### **New Theories, New Tactics: Managing Business Risk Under the NLRA**

Littler Executive Employer Conference, Phoenix, AZ

May 11, 2023

### **2020 Year in Review and What to Expect in 2021 in Tennessee**

February 18, 2021

### **Human Resources Horror Stories**

Nashville, TN

October 31, 2019

## **From Harvey Weinstein to [Insert Name Here]: Preventing Sexual Harassment in the Workplace and What to Do When Claims are Made**

Nashville, TN

January 25, 2018

## **Preparing Your Workplace for 2017's Impending Legal Challenges**

Nashville, TN

February 16, 2017

## **Recognition**

- Named, The Best Lawyers in America<sup>®</sup>, Employment Law: Management; Labor Law: Management; Litigation: Labor and Employment, , 2011-2025
- Named, America's Leading Lawyers for Labor and Employment, Labor and Employment Law, *Chambers USA*, 2011-2018
- Named, 2016, *BTI Client Service All-Stars*
- Named, Best of the Bar *Nashville Business Journal*, 2011-2012
- Named, Top Labor & Employment Law Attorneys *HR Professionals Magazine*, 2013

## **Education**

J.D., Vanderbilt University Law School, 1994

B.A., University of Rochester, 1991, *cum laude*

## **Bar Admissions**

Tennessee

New York

## **Courts**

U.S. Supreme Court

U.S. Court of Appeals, 1st Circuit

U.S. Court of Appeals, 2nd Circuit

U.S. Court of Appeals, 4th Circuit

U.S. Court of Appeals, 6th Circuit

U.S. Court of Appeals, 11th Circuit

U.S. District Court, Eastern District of Tennessee

U.S. District Court, Middle District of Tennessee

U.S. District Court, Western District of Tennessee

Tennessee Supreme Court

## **Publications & Press**

**Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers**

*Press Release*

August 19, 2021

**NLRB Rescinds Proposed Rule Clarifying Status of Private University and College Students Working in Connection with their Studies**

*Littler ASAP*

March 16, 2021

**NLRB Drops its “Subgroup Majority Status” Test to Determine Whether Faculty are Exempt Managerial Employees**

*Littler ASAP*

February 24, 2021

**Employers look to encourage, not mandate, COVID-19 vaccine**

*Nashville Post*

February 12, 2021

**Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers**

*Press Release*

August 20, 2020

**NLRB Reverses Course, Holds it has no Jurisdiction over Faculty at Religious Institutions of Higher Education**

*Littler ASAP*

June 15, 2020

**NLRB Issues Proposed Rule to Clarify Status of Private University and College Students Working in Connection with Their Studies**

*Littler ASAP*

September 23, 2019

**Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year**

*Press Release*

August 15, 2019

**Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers**

*Press Release*

August 15, 2018

**Littler Appoints Higher Education Industry Group Co-Chairs**

*Press Release*

June 11, 2018

**Littler Ranked in 2018 Chambers USA Guide**

*Press Release*

May 15, 2018

**Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers**

*Press Release*

August 17, 2017

**Littler and Its Attorneys Receive Top Rankings in 2017 Chambers USA Guide**

*Press Release*

May 26, 2017

**Littler's Nashville Office Grows with Notable Shareholder Arrival**

*Press Release*

January 3, 2017