

# SHAWE ROSENTHAL<sup>LLP</sup>



## Practice Areas

- Alternative Dispute Resolution (Arbitration and Mediation)
- Collective Bargaining/Labor Contract Negotiations
- Contract Administration and Unfair Labor Practice Defense
- Discrimination, Harassment and Retaliation
- Employment Audits
- Employment Litigation, including Collective Actions
- Employment, Non-Compete/Non-Solicit, Confidentiality Agreements
- FMLA/ADA/Workers' Compensation Leave Management
- Grievances and Labor Arbitration
- Human Resources Advice and Counseling
- Independent Contractor Issues
- Investigations and Corporate Governance
- NLRB Elections
- Occupational/Workplace Safety and Health
- Personnel Policies, Procedures and Handbooks
- Plant Closings and Reductions in Force (WARN)
- Strikes and Picketing
- Training
- Unfair Competition, Restrictive Covenant and Trade Secrets Litigation
- Union Avoidance
- Wage and Hour Compliance and Litigation
- Whistleblower Actions

## Honors

- Fellow, College of Labor and Employment
- Best Lawyers' 2015 Baltimore Labor Law – Management “Lawyer of the Year”
- Chambers USA, 2017, 2018
- Super Lawyers, 2007- Present
- Martindale-Hubbell® Peer Review Ratings™ AV5.0
- Best Lawyers in America 2007- present
- The Daily Record Leadership in Law Winner, 2018

## Memberships

- American Bar Association
- Maryland State Bar Association
  - Member, Labor Law Section

## Education

- University of Maryland School of Law, J.D., *cum laude*, 1985
- University of Maryland, B.A., *cum laude*, 1979
  - Omicron Delta Epsilon
  - Phi Kappa Phi

## Bar Admissions

- Maryland and District of Columbia
- United States District Court for the District of Maryland
- United States District Court for the District of Columbia
- United States Courts of Appeals for the 3rd and 4th Circuits

## Gary L. Simpler

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Shawe Rosenthal's co-managing partner, Gary L. Simpler, has over 30 years of experience in representing employers across the country in employment and labor issues. His clients represent a broad cross-section of industries and he is particularly well-known for his experience in working with employers in the health care and manufacturing sectors.

Gary is recognized as a strong advocate for employers with a major focus as a chief spokesman and strategist for management in collective bargaining negotiations. His practice includes the full breath of traditional labor issues including successfully responding to union organizational efforts, defending charges before the NLRB, representing management in arbitration proceedings, and guiding employers in regard to plant closings and relocations.

Gary also maintains an active employment practice, defending his clients in state and federal court and before federal and state administrative agencies.

Gary serves as the Shawe Rosenthal representative to the Employment Law Alliance, a worldwide coalition of preeminent labor and employment law firms serving the needs of multi-state and multi-national corporations.

An accomplished speaker and author, Gary participates in seminars on both state and national levels. His presentation, "Protecting Rights to Participate in Decision Making Through Employee Involvement Committees," was featured at an American Society for Healthcare Human Resources Administration seminar. He is a contributing author to The Employment Law Deskbook and NLRA Law & Practice, both published by Matthew Bender, and a co-author of Knocking Out Drugs in the Workplace and Antidrug Rules and Regulations.

## Other Distinctions

Inducted as a Fellow into the American College of Labor and Employment Lawyers - 2015

Recognized by Chambers and Partners for labor and employment in Maryland 2004 - 2017

Recognized by Super Lawyer 2008 - 2017

Recognized by Best Lawyer in America 2010 – 2017 Gary is “AV” rated by Martindale Hubbell

Gary received his BA in Economics from University of Maryland Baltimore County (an honors university) and his JD, with honors, from the University Of Maryland School Of Law.