



ELARBEE THOMPSON

Labor, Employment and Complex Litigation Specialists

Victor A. Cavanaugh

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Vic represents companies on a nationwide basis in all areas of labor and employment and in a variety of industries, including manufacturing, hospitality, healthcare and utilities. Vic's practice includes all areas of labor relations (union avoidance, union organizing attempts, bargaining, unfair labor practice proceedings and arbitration), as well as defending claims under Title VII of the Civil Rights Act of 1964, the Americans with Disabilities Act, the Family Medical Leave Act, the Fair Labor Standards Act, the Age Discrimination in Employment Act and charges under various state laws. He also provides advice on day-to-day employment issues and conducts supervisory training.



EDUCATION

J.D., Duke University, 1970
B.A., *cum laude*, Centre College of
Kentucky, 1964

PRACTICE AREAS

Employment Law
Labor Relations
Unfair Competition

ASSOCIATIONS

State Bar of Georgia
Florida State Bar
Atlanta Bar Association
Industrial Relations Research
Association
The Lawyers Club of Atlanta

AWARDS

Fellow, The College of Labor &
Employment Lawyers
Georgia Super Lawyers

ADMITTED TO PRACTICE

Georgia
Florida

CIVIC & COMMUNITY SERVICE

Member, Board of Directors,
Childspring International

REPRESENTATIVE MATTERS

Tobacco industry labor contract negotiations.

Decertification elections in various industries.

Successorship litigation in various industries.