



ELARBEE THOMPSON

Labor, Employment and Complex Litigation Specialists

R. Read Gignilliat

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Read represents private and public sector employers in lawsuits, charges, arbitrations, claims, grievances, appeals and other legal and administrative proceedings initiated by employees. He also counsels employers regarding various aspects of employment law (including non-competition and trade secret matters); assists employers in designing and implementing personnel policies and procedures, employee handbooks, employment agreements (including non-competition agreements), and employment dispute resolution programs; and provides day-to-day advice on a wide range of personnel-related matters. Read designs and conducts management and employee training programs in a variety of areas, including workplace harassment, conducting internal investigations, EEO/whistleblower protection and records retention. He co-chairs the firm's Public Sector Group, which focuses on the representation of cities, counties, school districts, and other local governmental bodies. He is also a member of the firm's Complex Litigation Group, focusing on professional liability, fraud, constitutional challenges and other specialty lines insurance claims.

EDUCATION

J.D., University of South Carolina,
1987
B.S., University of South Carolina,
1984

PRACTICE AREAS

Class & Collective Action
Complex Litigation
Employment Law
Unfair Competition
Wage and Hour

ASSOCIATIONS

State Bar of Georgia
South Carolina Bar
Atlanta Bar Association
National League of Cities
International Municipal Lawyers
Association
Cobb County Chamber of Commerce

AWARDS

Best Lawyers® in America
Georgia Trend Magazine's Legal Elite
Georgia Super Lawyers
Chambers USA America's Leading
Business Lawyers
AV® Peer Review Rated by
Martindale-Hubbell

ADMITTED TO PRACTICE

Georgia
South Carolina

CIVIC & COMMUNITY SERVICE

300 Club of Atlanta
200 Club of the Coastal Empire

REPRESENTATIVE MATTERS

Successfully represented an employer before the Georgia Supreme Court in setting aside an adverse verdict in a case involving the enforceability of numerous employment agreements.

Successfully defended a legal challenge to a client's employment arbitration/dispute resolution program in a federal district court in California.

Successfully represented an employer and manager before the Georgia Court of Appeals in setting aside an adverse judgment in a defamation case involving novel applications of privilege and immunity defenses.

Successfully represented a public employer before the Georgia Supreme Court in a constitutional case defining the circumstances of when an employer must provide a post-termination hearing to a former employee.

Successfully represented a large metropolitan county before the Georgia Court of Appeals in a case involving statutory and constitutional issues implicated by the removal of members of a board of tax assessors.

Successfully defended an employer before the Georgia Supreme Court in a case involving the enforceability and applicability of the employer's defense and indemnification policy.