



## GEORGE D. ADAMS

Partner

Louisville

502.561.3975

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### Service Focus

- Counseling and Advice
- Labor Relations
- Litigation and Trials

### Industry Focus

- Manufacturing

## OVERVIEW

George Adams is one of the four founding partners of FP's Louisville office. For more than 20 years his practice has been exclusively devoted to counseling and representing employers in matters of labor and employment law. George entered the practice of law with many years of private and public sector management experience and as a U.S. Army veteran.

George represents employers in disputes before the National Labor Relations Board (NLRB) and other administrative agencies, as well as in labor negotiations and grievance arbitration. This includes defending employers against claims alleging sexual harassment, unlawful discrimination, retaliation, violations of the Family and Medical Leave Act (FMLA), Americans with Disabilities Act (ADA) discrimination, wage and hour violations, and a wide range of other labor and employment claims. More importantly, George uses his years of knowledge and experience to help employers avoid such disputes in the first place through advice and counseling,

management training, and drafting and enforcing practical and effective employment policies. He also helps non-union employers avoid becoming targets of union organizing, lawfully and effectively respond to union organizing activity, and defend against unfair labor practice charges.

George represents a wide variety of employers, large and small, in Kentucky and across the U.S. These include first tier suppliers to Japanese and other automobile manufacturers, specialty chemical and lubricant manufacturers, specialty food manufacturers, metal flow products manufacturers, and a variety of other manufacturers. George's clients also include national, regional, and local industrial and commercial construction contractors, road construction contractors, and building material suppliers. He also represents employers in the gig industry, financial industry, health care industry, pharmaceutical fulfillment and management industry, and restaurant industry, and retail specialty consumer electronics industry, as well as spas, private aviation, and non-profit entities.

George is a longstanding member of the ABA's Committee on the Development of the Law Under the National Labor Relations Act and a Chapter Editor of its publication *The Developing Labor Law*. He is "AV" Peer Review Rated by Martindale-Hubbell and has been recognized as a *Kentucky Super Lawyer* for many years and repeatedly selected by his peers as one of the *Best Lawyers in America*. *Best Lawyers in America* has listed George as a Litigation – Labor and Employment Lawyer of the Year.

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## Credentials

### Education

- University of Louisville, Louis D. Brandeis School of Law, J.D., *cum laude*, 2000
- University of Louisville, B.S., 1996

### Bar Admissions

- Kentucky

### Court Admissions

- Kentucky Supreme Court
- U.S. Court of Appeals for the District of Columbia Circuit

- U.S. Court of Appeals for the Ninth Circuit
  - U.S. Court of Appeals for the Sixth Circuit
  - U.S. District Court for the Eastern District of Kentucky
  - U.S. District Court for the Eastern District of North Carolina
  - U.S. District Court for the Southern District of Indiana
  - U.S. District Court for the Southern District of Texas
  - U.S. District Court for the Western District of Kentucky
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## Recognitions

- Recognized in *The Best Lawyers in America* (2013 – 2026)
  - "AV" Peer Review Rate by Martindale-Hubbell
  - *Best Lawyers in America*, Employment Law – Management, Labor Law – Management and Litigation – Labor and Employment
  - *The Best Lawyers in America*, Litigation – Labor and Employment Lawyer of the Year
  - *Kentucky Super Lawyer*
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## Affiliations

### Professional Activities

- Kentucky Association of Manufacturers, Board of Directors
- American Bar Association, Labor & Employment Section
- ABA Committee on the Development of the Law under the National Labor Relations Act
- Kentucky Bar Association, Labor & Employment Section
- Louisville Bar Association, Labor & Employment Section
- Founding Board member, Southern Indiana Society for Human Resource Management
- Member, Society for Human Resource Management
- Chapter Editor, *The Developing Labor Law*
- Contributing Editor, *How Arbitration Works*, 6<sup>th</sup> Ed.

- Co-author, *Understanding Human Resource Issues and Personnel Law: A Guide to Kentucky and Federal Regulations*, 8<sup>th</sup> Ed.
- U.S. Army and Kentucky National Guard, Military Police, including service in Operation Desert Storm (1987-1992)

## INSIGHTS

**Event**

**Nov 14, 2024**

2024 Louisville Annual Labor & Employment Law Seminar

**Event**

**Nov 16, 2023**

Louisville Annual Labor & Employment Law Seminar

**Insights**

**Jul 10, 2023**

FP Snapshot for Manufacturers: Prepare for Pregnancy Accommodation Requests

**Event**

**Nov 9, 2022**

Louisville Annual Labor and Employment Seminar

**Insights**

**Apr 6, 2022**

The Top 18 Workplace Law Stories from March 2022

Indiana Employers Should Remain on Guard as Governor Holcomb Ends COVID-19 State of Emergency