



## EDWARD F. HAROLD

Regional Managing Partner

New Orleans

504.592.3801 / 504.427.8068

504.529.3850

### Service Focus

- Counseling and Advice
- Employee Defection and Trade Secrets
- Employee Leaves and Accommodations
- Litigation and Trials

### Industry Focus

- Automotive Dealership
- Energy
- Financial Services
- Healthcare
- Hospitality
- Retail
- Transportation and Supply Chain

## OVERVIEW

Ed Harold, Regional Managing Partner in the firm's New Orleans office, has been practicing labor and employment law for over thirty years.

Ed focuses his practice on partnering with employers to avoid litigation by identifying his clients' priorities and ensuring his advice on today's issue fits the bigger picture. Ed also partners with retailers to improve employee productivity in many ways and

helping employers streamline employment processes, from hiring through discharge, in a manner that makes defending employment related claims easier.

When litigation results, Ed handles cases across multiple industries in state and federal courts in Louisiana, Mississippi, and Alabama. He has challenged issues that employers face under Title VII, the Family and Medical Leave Act (FMLA), the Age Discrimination in Employment Act (ADEA), the Americans with Disabilities Act (ADA), and ERISA.

Ed also has substantial experience in various practice areas, including:

- Corporate Investigations
- Employee Benefits Litigation
- Employment Policies and Procedures
- Labor and Employment Litigation
- Unfair Competition and Trade Secrets Litigation
- Wage and Hour Law

Outside of work, Ed is active in the New Orleans community where he has been a life-long resident. He currently serves on the Board of Junior Achievement New Orleans focusing on economic literacy and entrepreneurial development in the children of New Orleans. He has previously served on the Boards of City Park New Orleans, The University of the South, The New Orleans Museum of Art, and St. Martin's Episcopal School.

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## Credentials

## Education

- Louisiana State University Law Center, J.D., 1992
- University of the South, B.A., 1989

## Bar Admissions

- Alabama
- Louisiana

- Mississippi

## Court Admissions

- U.S. Supreme Court
  - Louisiana Supreme Court
  - Alabama Supreme Court
  - Mississippi Supreme Court
  - U.S. Court of Appeals for the Fourth Circuit
  - U.S. Court of Appeals for the Eleventh Circuit
  - U.S. District Court for the Eastern District of Louisiana
  - U.S. District Court for the Middle District of Louisiana
  - U.S. District Court for the Western District of Louisiana
  - U.S. District Court for the Northern District of Mississippi
  - U.S. District Court for the Southern District of Mississippi
  - U.S. District Court for the Middle District of Alabama
  - U.S. District Court for the Northern District of Alabama
  - U.S. District Court for the Southern District of Alabama
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## Recognitions

- Recognized in *The Best Lawyers in America*, Lawyer of the Year, Labor Law - Management (2023 and 2025)
- Recognized in *The Best Lawyers in America* (2011-2026)
- Recognized by *Chambers USA*, Labor & Employment (2009-2025)
- Listed as a Top Lawyer in *New Orleans Magazine* in 2020
- "AV" peer-rated by Martindale-Hubbell
- Louisiana *Super Lawyers* since 2014

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## Affiliations

- New Orleans Bar Association, Chair, Labor and Employment Section
- Federal Bar Association, New Orleans Chapter
- Louisiana Bar Association, Member, Labor and Employment Section

## Community Activities

- Chancellor and Sunday School Teacher, St. Martin's Episcopal Church
- Member, Board of Trustees The University of the South

## PREVIOUS COMMUNITY ACTIVITIES:

- Board of Trustees New Orleans City Park
- Board of Trustees New Orleans Museum of Art
- Board of Trustees St. Martin's Episcopal School
- President of the Father's Club St. Martin's Episcopal School
- Vice – President Father's Club St. Paul's School

## INSIGHTS

### Insights

Feb 26, 2026

The ChatGPT Plaintiff: How AI Is Transforming Employment Litigation, Driving Up Defense Costs, and What In-House Counsel Can Do About It

### News

Feb 11, 2026

Fisher Phillips Welcomes Brandon Brown as Partner in New Orleans

**Insights**

**Oct 30, 2025**

**Comprehensive FAQs For Employers on Hurricanes and Other Workplace Disasters: 2025 Edition**

**Event**

**September 11, 2025, and September 18, 2025**

**Modern Approaches to Employee Mobility, Information Safeguards and Competitive Advantage**

**News**

**Jun 5, 2025**

**Fisher Phillips Earns Top Rankings in 2025 Edition of Chambers USA**

**Event**

**September 19, 2024, and September 26, 2024**

**Modern Approaches to Employee Mobility, Information Safeguards and Competitive Advantage**