

Clyde H. Jacob, III

Senior Counsel

New Orleans

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Service Focus

- Labor Relations

Overview

Clyde Jacob III is senior counsel in the firm's New Orleans office.

His experience spans 40 years, working exclusively in the field of labor and employment relations. He has represented employers throughout the United States and Puerto Rico, and in one case represented an employer undergoing an international corporate union campaign with boycotts and lawsuits in Brazil, Norway, the United Kingdom, Singapore, Nigeria, Mexico, and Angola.

Clyde speaks regularly to employers and associations nationwide, trains managers on the fundamentals of leadership and employee relations, and advises companies on the development of human resource policy manuals and employee handbooks. He has prepared a corporate executive for U.S. Congressional testimony, and has personally testified twice before Congress as an expert witness on labor law. His many professional recognitions include those of Martindale Hubbell, Best Lawyers, Super Lawyers, and Chambers and Partners, USA. In 2011, Clyde was inducted as a Fellow in The College of Labor and Employment Lawyers, which is limited to highly recognized labor and employment attorneys in the U.S.

Clyde is a former member of the U.S. Chamber of Commerce's Labor Relations Committee and the National Small Business Association (NSBA). He formerly served on the Human Resource Policy Committee of the National Association of Manufacturers (NAM) and is past Chair of the Employee Relations Council of the Louisiana Association of Business and Industry (LABI). Clyde currently serves on the Labor Lawyers Advisory Committee (LLAC) of CUE, Inc.

Practice Emphasis

Clyde's true focus is representing employers faced with union organizing, boycotts, National Labor Relations Board representation cases, and corporate campaigns. This work also includes defending unfair labor practice charges, collective bargaining negotiations, decertification and recognition withdrawal, defense against union strikes, arbitration proceedings, and seeking/defending injunction actions. He also works in the area of employment relations, including defense of discrimination charges, sex and workplace harassment cases, the development of affirmative action programs and defense of OFCCP compliance reviews, defense of wage/compensation claims, the counseling of corporations in employee terminations, layoffs and reductions in force, and in the start-up of new plants and facilities with labor and employee relations programs.

Management/Supervisor Training

Industries: Manufacturing, Maritime, Financial Services, Poultry Processing, Oil and Gas Services, Public Utility, Hospitality/ Restaurant

HR:

- The Basics of Supervision
- Onboarding/New Employee Orientation
- Effective Workplace Communications
- Discipline and Documentation
- Complaint Handling
- Workplace Investigations

Legal:

- Responding to Union Organizing
- Avoiding and Defending Unfair Labor Practices
- How to Collectively Bargain
- Recognizing and Avoiding Employment Discrimination
- Avoiding Sexual and Workplace Harassment
- Positive Affirmative Action and Workplace Diversity
- The Davis-Bacon Act and Related Acts (Construction)

Recent Experience

Experience

NLRB REPRESENTATIVE CASES, UNION ORGANIZING CAMPAIGNS, AND RELATED CASES

2018

Ocala, FL

E-ONE Fire Apparatus
United Auto Workers
Company Win (Election)

Thorsby, AL
Boise Cascade
Carpenter Union (CIC)
Company Win (Election)

2015

Creative Vision Resources, LLC

New Orleans, LA
United Laborers Union Local 100
Defeated union and NLRB in section 10(j) injunction case before U.S. Court of Appeals, Fifth Circuit, 783 F.3d 293 (5th Cir. 2015)

2014

Sanderson Farms, Inc.

Collins, MS
Laborers' International Union of North America (LIUNA)
Union disclaims representation of entire plant after lawsuit

Sanderson Farms, Inc.

Hazlehurst, MS
Laborers' International Union of North America (LIUNA)
Union disclaims representation of entire plant after lawsuit

2013

Sanderson Farms, Inc.

Moultrie, GA
Retail, Wholesale, Department Store Union (RWDSU)
Company Win (No Petition)

Exceed Staffing, Inc.

San Antonio, TX
IAM
Company Win (Election)

2012

Sanderson Farms, Inc.

Kinston, NC
Unknown Potentially Teamsters
Company Win (No Petition)

Sanderson Farms, Inc.

Collins, MS

Laborers' International Union of North America (LIUNA)
Withdrawal of Recognition by majority petition-Maintenance

Sanderson Farms, Inc.

Collins, MS

Laborers' International Union of North America (LIUNA)
Withdrawal of Recognition by majority petition-Long haul drivers/Rendering plant drivers

2011

Sanderson Farms, Inc.

Kinston, NC

International Association of Machinists (IAM)
Company Win (Petition Withdrawal)

Complete Production Service (A&W Water Service, Inc.)

Fort Lupton, CO

Teamsters
Company Win (No Petition)

Sanderson Farms, Inc.

McComb, MS

Not Determined
Potentially UAW, Company Win (No Petition)

2010

Complete Production Service (A&W Water Service, Inc.)

Fort Lupton, CO

Teamsters
Organizing (No Petition)

Coca-Cola United

Hattiesburg, MS

Teamsters
Company Win (No Petition)

Sanderson Farms, Inc.

Moultrie, GA

United Food & Commercial Workers International Union (UFCW)
Company Win (No Petition)

National Oilwell Varco, ReedHycalog

Conroe, TX

Teamsters

Company Win (Union Withdraws Petition)

2009

Sanderson Farms, Inc.

McComb, MS

United Food & Commercial Workers International Union (UFCW)

Withdrawal of Recognition-by majority petition-Live Haul Operations

2008

Owens-Illinois, Inc.

Windsor, CO

GMP (Glass Molders, Pottery, Plastics)

Neutrality/Card-Check Recognition with GMP (Organizing Ongoing – No Recognition)

Owens-Illinois, Inc.

Windsor, CO

Steelworkers

Company Win (Election) (Small Craft Unit)

Sanderson Farms, Inc.

McComb, MS

United Food & Commercial Workers International Union (UFCW)

Withdrawal of Recognition-by majority petition-feed mill drivers (Union ULP Dismissed)

National Oilwell Varco

Sugarland, TX

Not Determined

Company Win (No Petition)

2007

National Oilwell Varco

Conroe, TX Brandt

Bridge, Structural, Ornamental & Reinforcing Iron Workers

Company Win (No Petition)

Owens-Illinois, Inc.

Windsor, CO

GMP (Glass Molders, Pottery, Plastics)

Neutrality/Card-Check Agreement with GMP (Organizing Ongoing-No Recognition)

2006

Owens-Illinois, Inc.

Windsor, CO

GMP (Glass Molders, Pottery, Plastics)

Neutrality/Card Check Agreement with GMP (Organizing Ongoing-No Recognition)

2005

Owen-Illinois, Inc.

Windsor, CO

GMP (Glass Molders, Pottery, Plastics); Also IAM and UAW

New Plant Start Up Neutrality/Card Check Agreement with GMP (Organizing Ongoing – No Recognition)

2004

Republic Paperboard LLC

Lawton, OK

PACE (Paper, Allied-Industrial, Chemical & Energy Workers), Company Win (No Petition)

Sanderson Farms, Inc.

McComb, MS

Boilermakers

Company Win (Election) (1,232 Company to 207 Union – 11th largest 2004 case)

2003

Trico Marine Services, Inc.

Houma, LA

Offshore Mariners United (OMU)

International Corporate Campaign (Campaign Ends/No ULPs/Norway boycott suit settled favorably)

2002

Hornbeck Offshore Services

San Juan, PR

MMP (Masters, Mates & Pilots)

Company Win (Election)

New Orleans Cultural Center

New Orleans, LA (Election)

Operating Engineers

Company Win

Coca-Cola United

Birmingham, AL

Steelworkers
Company Win (Election)

Trico Marine Services, Inc.

Houma, LA
Offshore Mariners United (OMU)
International Corporate Campaign (No Petition/No ULPs)

2001

Owens-Illinois, Inc.

Findlay, OH
Steelworkers, Company Win (Election)

Trico Marine Services, Inc.

Houma, LA
Offshore Mariners United (OMU)
International Corporate Campaign (No Petition/No ULPs)

2000

Coca-Cola Bottling Co. United, Inc.

Gulfport, MS
Teamsters
Company Win (Election)

Volume Services America (Now Centerplate, Inc.)(La. Superdome-3 Petitions)

New Orleans, LA
H.E.R.E. (Hotel Employees and Restaurant Employees)
Company Win (Petitions Withdrawn)

Allen Beverages, Inc. (Pepsi)

Gulfport, MS
Teamsters
Company Win (Petition Withdrawn)

Trico Marine Services, Inc.

Houma, LA
Offshore Mariners (OMU)
International Corporate Campaign
(No Petition/1 ULP Withdrawn)

1999

Entergy Corp. (Waterford 3 Nuclear Plant)

Killona, LA

IBEW

Company Win (Election)

Owens-Illinois, Inc.

Findlay, OH

Steelworkers

Company Win (No Petition)

1998

Owens-Illinois, Inc.

Harrisonburg, VA

UNITE

Company Win (No Petition)

Owens-Illinois, Inc.

Findlay, OH

Steelworkers

Company Win (Election)

Owens-Illinois, Inc.

Franklin, IN

Carpenters

Company Win (Petition Withdrawn)

Point Eight Power, Inc.

Harvey, LA

IBEW (Electrical Workers)

Company Win (Petition Withdrawn)

Allen Beverages, Inc,

Gulfport, MS

Teamsters

Company Win (Pepsi – 2 campaigns)

Allen Beverages, Inc.

Gulfport, MS

Teamsters

Company Win (Pepsi – 2 campaigns) (Election)

Diamond Crystal Specialty Foods, Inc.

Moore, OK

Teamsters

Company Win (No Petition)

Owens Illinois, Inc.

Los Angeles, CA

GMP (Glass, Molders, Pottery, Plastics)

Company Win (Election)

Credentials

Education

- J.D., 1975, University of Virginia School of Law
- B.A., 1971, University of Virginia

Bar Admissions

- Louisiana
- Virginia

Court Admissions

- Supreme Court of the United States
- U.S. Court of Appeals for the Eleventh Circuit
- U.S. Court of Appeals for the Fifth Circuit
- U.S. Court of Appeals for the Fourth Circuit
- U.S. Court of Appeals for the Tenth Circuit
- U.S. District Court for the Eastern District of Louisiana

Recognitions

- Recognized in *The Best Lawyers in America* (2020 - 2024)
- Listed as a Top Lawyer in *New Orleans Magazine* in 2020

Affiliations

Community Activities

- Preservation Resource Center (PRC) - 2014/2015 President, Executive Committee, Board of Directors
- Trinity Episcopal Church - Past Senior Warden and Vestry member
- Episcopal Diocese of Louisiana - Vice Chancellor

Insights

Employee Relations Law Journal Features Fisher Phillips' Article in Spring 2021 Edition

Clyde H. Jacob III

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Fisher Phillips Attorneys Receive Top Honors in Best Lawyers in America®

Michael V. Abcarian, Mason G. Alexander, Stephanie R. Alexander, William E. Altman, Christopher Alvarez, Joseph W. Ambash, Craig R. Annunziata, Davis C. Bae, Gregory D. Ballew, Kelsey E. Schiappacasse, Cheryl L. Behymer, Clarence M. Belnavis, Steven M. Bernstein, Suzanne K. Bogdan, D. Albert Brannen, Kathleen McLeod Caminiti, Jocelyn Campanaro, Christopher J. Capone, Michael D. Carrouth, Charles S. Caulkins, Lyle M. Chan, J. Randall Coffey, Theresa M. Connolly, Laurel K. Cornell, Steven R. Cupp, Kevin J. Dalton, J. Micah Dickie, Burton F. Dodd, David B. Dornak, Benjamin Dudek, Todd Alan Ewan, Daniel E. Farrington, Brian J. Finucane, Todd A. Fredrickson, Andrew Froman, Joseph W. Gagnon, Brian J. Gershengorn, Lauren G. Goetzl, Rosemary S. Gousman, LaLonnice Villa Gray, Michael R. Greco, Paul Greco, Rick Grimaldi, Greg Grisham, Lori A. Guner, Raymond C. Haley III, Edward F. Harold, Lariza Pruneda Hebert, JonVieve D. Hill, Susan Hartmus Hiser, Christopher C. Hoffman, James R. Holland II, Christine E. Howard, Cynthia M. Jacob, Clyde H. Jacob III, David S. Jones, Matthew R. Korn, Danielle Krauthamer, Edwina C. Kye, Arthur V. Lambert, Terry E. Lardakis, Aymara Ledezma, Courtney Leyes, Karl R. Lindegren, Steven M. Loewengart, Reyburn W. Lominack III, Nathan K. Low, Darin L. Mackender, Scott M. Mahoney, Jeffrey E. Mandel, C. F. W. Manning II, Howard A. Mavity, James J. McDonald Jr., Phillips L. McWilliams, Richard A. Millisor, Stephen C. Mitchell, Danielle Hultenius Moore, R. Henry Moore, Timothy J. Murphy, Gregory V. Murray, Warren L. Nelson, Steven M. Nobil, Daniel P. O'Brien, James Patrick, Jonathan P. Pearson, Regina A. Petty, Ann Margaret Pointer, James C. Polkinghorn, John M. Polson, Keith M. Pyburn Jr., Roger K. Quillen, Melody L. Rayl, Thomas Paul Rebel, Mark J. Ricciardi, Ashton M. Riley, Stephen J. Roppolo, Jeffrey A. Savarise, Susan M. Schaecher, Cheryl L. Schreck, David E. Schreiner, Stephen Scott, Timothy H. Scott, Joseph P. Shelton, Craig P. Siegenthaler, Jeffrey D. Smith, John W. Stapleton, Shanon R. Stevenson, Terri R. Stewart, Christopher P. Stief, Cathy M. Stutin, Douglas R. Sullenberger, James Sullivan, Martin F. Thompson, Megan Reese U'Sellis, Pavneet Singh Uppal, Teresa Valderrama, Joshua H. Viau,

Timothy J. Weatherholt, Jeff Weintraub, Alexander A. Wheatley, Benton N. Wood, Robert Yonowitz, George D. Adams, Richard R. Meneghello, Hannah Sweiss, Robert M. Robenalt, Todd A. Lyon, Todd B. Logsdon, J. Hagood Tighe, Danielle S. Urban, Sheila M. Willis, Kristin R.B. White, Michelle I. Anderson

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INSIGHTS 04/10/20

Unionized Covid-19 Loan Recipients Face Troubling Non-Abrogation Commitment

Clyde H. Jacob III, Douglas R. Sullenberger

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INSIGHTS 04/02/20

COVID-19 Guidance And FAQs For Unionized Employers

Steven M. Bernstein, Michael D. Carrouth, Clyde H. Jacob III, Reyburn W. Lominack III, Todd A. Lyon, Stephen C. Mitchell

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PUBLICATION 01/16/20

What Does the Fair Labor Standards Act Mean for U.S. Maritime Vessels?

Clyde H. Jacob III

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PUBLICATION 12/20/19

How New NLRB Guidance Impacts Workplace Policies in Hospitality Industry

Edward F. Harold, Clyde H. Jacob III

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PUBLICATION 10/03/19

How Should Offshore Vessels Handle Union Solicitation?

Clyde H. Jacob III

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NEWS 08/15/19

Best Lawyers in America® Honors 96 Fisher Phillips Attorneys in 2020 Edition

Michael V. Abcarian, George D. Adams, Mason G. Alexander, Joseph W. Ambash, Craig R. Annunziata, Cheryl L. Behymer, Clarence M. Belnavis, Steven M. Bernstein, Suzanne K. Bogdan, D. Albert Brannen, Kathleen McLeod Caminiti, Christopher J. Capone, Michael D. Carrouth, Charles S. Caulkins, J. Randall Coffey, Laurel K. Cornell, Steven R. Cupp, Kevin J. Dalton, Burton F. Dodd, Todd Alan Ewan, Daniel E. Farrington, Brian J. Finucane, Todd A. Fredrickson, Andrew Froman, Brian J. Gershengorn, Rosemary S. Gousman, Michael R. Greco, Paul Greco, Rick Grimaldi, Greg Grisham, Raymond C. Haley III, Edward F. Harold, Christopher C. Hoffman, James R. Holland II, Christine E. Howard, Cynthia M. Jacob, Clyde H. Jacob III, David S. Jones, Terry E. Lardakis, Karl R. Lindegren, Steven M. Loewengart, Todd B. Logsdon, Darin L. Mackender, Scott M. Mahoney, Jeffrey E. Mandel, C. F. W. Manning II, Howard A. Mavity,

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INSIGHTS

07/01/19

New Light On Handbooks And Work Rules

Edward F. Harold, Clyde H. Jacob III

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PUBLICATION

07/01/19

Righting the Ship: Updated Workplace Practices for Maritime Industry

Clyde H. Jacob III

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