



REYBURN W. LOMINACK, III

Partner

Columbia

803.255.0000

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Service Focus

- Employee Defection and Trade Secrets
- Labor Relations
- Litigation and Trials
- Reductions in Force (RIFs)

Industry Focus

- Hospitality

OVERVIEW

Reyburn Lominack is a partner in the firm's Columbia office. He has been practicing labor and employment law for more than 20 years and is certified by the South Carolina Supreme Court as a specialist in the field. While based in Columbia, his practice regularly takes him all over the country. He has extensive experience representing clients in a wide array of industries, including hospitality, gaming, manufacturing, logistics, and healthcare.

Most of Reyburn's practice is devoted to representing employers in traditional labor matters, including union organizing campaigns, collective-bargaining negotiations and arbitrations, and litigation before the National Labor Relations Board (NLRB). He has been the lead attorney in dozens of NLRB trials involving unfair labor practice complaints and representation case issues, including a 58-day trial in Las Vegas. He

also has been the lead attorney in more than 25 discharge and contract-interpretation arbitration cases. Additionally, he has presented oral arguments on behalf of employers in NLRB cases before the Fourth, Fifth, Seventh, Eleventh, and D.C. Circuit Courts of Appeals, and he has drafted briefs in cases before the First Circuit Court of Appeals and the United States Supreme Court.

Reyburn is passionate about substantive and procedural labor law issues and is one of the firm's leading experts in the area. He regularly advises clients on sophisticated matters involving picketing, strikes and lockouts, secondary boycotts, mergers and acquisitions, voluntary recognition and withdrawal of recognition issues, and multi-employer bargaining. He also frequently conducts training sessions for supervisors and managers on how to respond to union activity lawfully and practically.

Reyburn is a long-time contributing editor for *The Developing Labor Law*, a preeminent treatise for labor law practitioners published by the American Bar Association's (ABA) Section of Labor and Employment Law. Additionally, he is a regular attendee/speaker at the ABA's annual conference for the Committee on Practice and Procedure under the National Labor Relations Act.

On the employment law side, Reyburn's practice includes handling lawsuits and administrative charges alleging discrimination, harassment, and retaliation, as well as wage and hour violations. He also represents employers in industries such as healthcare, sales, financial services, and insurance on both the plaintiff and defense side in employee-defection matters, including lawsuits involving non-competition, non-solicitation, non-disclosure, and confidentiality agreements. Reyburn is a contributing editor for the ABA's *Employment at Will* treatise, as well as the *South Carolina Employment Law Reference Guide*, published by the South Carolina Chamber of Commerce.

Reyburn was selected by his peers to be one of *Greater Columbia Business Monthly's* "Legal Elites of the Midlands" in 2015, 2016, and 2017. He has also been recognized in *The Best Lawyers in America* since 2021.

Credentials

Education

- University of South Carolina School of Law, J.D., 2004
- Clemson University, B.A., summa cum laude, 2001

Bar Admissions

- South Carolina

Court Admissions

- U.S. Court of Appeals for the District of Columbia Circuit
 - 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 First Circuit
 - U.S. Court of Appeals for the Fourth Circuit
 - U.S. Court of Appeals for the Seventh Circuit
 - U.S. District Court for the District of South Carolina
 - U.S. Supreme Court
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Recognitions

- Recognized in *The Best Lawyers in America* (2021 - 2026)
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Affiliations

Professional Activities

- Member, Richland County Bar Association
- Member, Employment and Labor Law Section of the South Carolina Bar
- Member, ABA Committee on Practice and Procedure under the NLRA

Community Activities

Reyburn is heavily involved in his community. He is a past Rotary Club president. He is also a member of the Leadership Columbia Class of 2010, a year-long leadership development program sponsored by the Greater Columbia Chamber of Commerce. Reyburn has also served on the Leadership Columbia Advisory Board. Additionally, Reyburn coaches many youth sports, has served as a Cubmaster for a local Cub Scout Pack, and is an Eagle Scout.

INSIGHTS

Insights

Dec 17, 2025

FP Predictions: SCOTUS Will Expand President's Power to Fire Members of Independent Agencies, Setting Stage for Workplace Regulation Shake-Up

Insights

Aug 26, 2025

Do Not Pass Go: Fifth Circuit Halts NLRB from Prosecuting ULP Complaints as Courts Debate Agency's Constitutional Power

News

Jul 17, 2025

Columbia Partner Tapped for Insight on NLRB Reviews Post-Chevron

News

May 9, 2025

Columbia Office Grows Number of Certified Specialists in Labor & Employment Law

Insights

Jul 18, 2024

Could SpaceX Change the Labor Board's Future? Here's What Employers Need to Know

News

Mar 1, 2024

Labor Relations Partner Discusses NLRB's Cemex Decision