



Reyburn W. Lominack, III

Partner

Columbia

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Email



Service Focus

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

Overview

Reyburn Lominack is a partner in the firm's Columbia office. He is certified by the South Carolina Supreme Court as a Specialist in Employment and Labor Law. Less than one percent of attorneys practicing in South Carolina carry this distinction.

A significant percentage of Reyburn's practice is devoted to representing employers in traditional labor matters throughout the country. He is particularly experienced with National Labor Relations Board (NLRB) litigation and arbitrations arising under collective-bargaining agreements. He has handled dozens of NLRB trials involving unfair labor practice complaints and representation case issues, including a 58-day trial in Las Vegas that involved more than 75 witnesses. He has also served as lead counsel in more than 25 discharge and contract interpretation arbitration cases.

Additionally, Reyburn is an accomplished appellate advocate. He has presented oral arguments in traditional labor cases before the Fourth, Seventh, and Eleventh 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 strikes and lockouts, secondary boycotts, successorship issues, union awareness campaigns, and

collective-bargaining negotiations. He is also a long-time contributing editor for *The Developing Labor Law*, a preeminent treatise for labor law practitioners published by the American Bar Association's Section of Labor and Employment Law. Additionally, Reyburn frequently presents on labor law topics at various industry and HR conferences around the country.

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

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

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

Recognitions

- Recognized in *The Best Lawyers in America* (2021 - 2024)

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

NEWS

03/01/24

Labor Relations Partner Discusses NLRB's Cemex Decision

Reyburn W. Lominack III

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NEWS

02/22/24

Labor Relations Partner Discusses How Employers Are Complying with Last Year's NLRB Ruling on Severance Agreements

Reyburn W. Lominack III

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EVENT

11/08/23

The Pendulum Swings to the Left: A Retrospective on the NLRB's Historically Active Year

Reyburn W. Lominack III, Eleanor F. Miller

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INSIGHTS

05/03/22

The Top 17 Workplace Law Stories from April 2022

Cheryl L. Behymer, Steven M. Bernstein, Amanda M. Blair, Steven R. Cupp, J. Micah Dickie, Benjamin M. Ebbink, Daniel E. Farrington, Andrew Froman, Greg Grisham, Teresa J. Hardymon, Edward F. Harold, Brett Holubeck, Courtney Leyes, Emily N. Litzinger, Todd B. Logsdon, Reyburn W. Lominack III, Todd A. Lyon, Richard R. Meneghello, Samantha J. Monsees, Joshua D. Nadreau, Hannah Sweiss, A. Kevin Troutman, Kristin R.B. White, Sheila M. Abron, Kelly McCall, Melissa (Osipoff) Camire

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NEWS

04/12/22

Fisher Phillips Partner Tapped by SHRM for Insight on “Captive Audience” Meetings and NLRB Update

Reyburn W. Lominack III

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INSIGHTS

04/11/22

NLRB’s Top Sheriff Calls for Abrupt End to 75 Years of Lawful “Captive Audience” Meetings

Steven M. Bernstein, Brett Holubeck, Reyburn W. Lominack III, Todd A. Lyon

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INSIGHTS

10/21/21

How Employers Should Address Employee Protests and Walkouts Over Vaccine Mandates

Reyburn W. Lominack III, Andreas Mosby

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NEWS

08/20/20

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

Michael V. Abcarian, 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, 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, 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. Abron, Kristin R.B. White, Michelle I. Anderson

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INSIGHTS

05/29/20

The Top Non-COVID Workplace Law Stories You May Have Missed: May 2020

Kelsey E. Schiappacasse, Cheryl L. Behymer, Steven M. Bernstein, Caroline J. Brown, Melissa (Osipoff) Camire, Darcey M. Groden, Marty Heller, LaKisha M. Kinsey-Sallis, Reyburn W. Lominack III, Todd A. Lyon, Richard R. Meneghello, Joshua D. Nadreau, Monica Snyder Perl

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INSIGHTS

05/22/20

NLRB Upholds Rule Prohibiting Cell Phones In Work Areas – But Does The Decision Help Your Organization?

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