

Partner

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Practice Areas

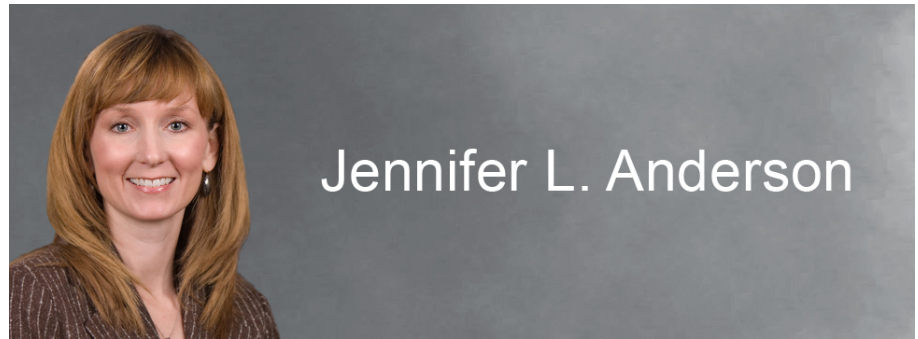
Labor & Employment

Bar Admissions

Louisiana, 1995
Texas, 2005

Education

Paul M. Hebert Law Center,
Louisiana State University,
J.D., 1995
Louisiana State University in
Shreveport, B.A., 1990



Jennifer L. Anderson is a partner in the firm's Labor & Employment Practice Group and represents employers and management, exclusively, in labor and employment law matters. She is licensed in Louisiana and Texas, and represents publicly-traded and private companies in a variety of industries, with an emphasis in energy, hospitality, and healthcare. Ms. Anderson regularly counsels clients in complying with labor and employment laws, and in the development and administration of sound policies and practices to minimize disputes and litigation. Ms. Anderson drafts and enforces non-competition and non-solicitation agreements, and provides day-to-day advice to clients in the handling of personnel matters. She provides customized employer training programs to educate human resources professionals and managers on best practices, and speaks and writes publicly on many aspects of labor and employment law.

Ms. Anderson defends employers and management before state and federal administrative bodies, such as the Equal Employment Opportunity Commission and U.S. Department of Labor, and serves as lead counsel in the arbitration and litigation of labor and employment disputes at the trial and appeal levels. Ms. Anderson's practice is focused on wage and hour compliance and litigation, and she has represented employers in more than fifteen Fair Labor Standards Act collective actions. She also routinely handles cases brought individually and on behalf of groups of individuals under Title VII of the Civil Rights Act, the Americans with Disabilities Act, the Age Discrimination in Employment Act, the Family and Medical Leave Act, and similar state and federal laws governing employment discrimination, harassment, and retaliation. Her litigation experience also includes defending employers in breach of contract and restrictive covenant claims, and many employment-related tort claims.

Noteworthy

- Recognized in "*Chambers USA – America's Leading Lawyers for Business*" in the area of Labor & Employment (annually since 2007)
 - Listed in the 2012 edition of *Louisiana Super Lawyers* in the area of Employment & Labor (listed annually since 2009)
 - **AV® Peer Review Rating in Martindale-Hubbell**
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Representative Matters

- *Cheek v. Barnes & Noble Booksellers, Inc.*, 2008 U.S. Dist. LEXIS 23841, 91 Empl. Prac. Dec. (CCH) P43,166 (E.D. La., Mar. 26, 2008)
- *Vitrano v. Welch Sales & Service, Inc.*, 2008 U.S. Dist. LEXIS 60933 (E.D. La., Aug. 8, 2008)
- *Harris, et al. v. HKA Enterprises, Inc.*, 2008 U.S. Dist. LEXIS 60903 (E.D. La., Aug. 7, 2008)
- *Ticheli v. John H. Carter Co.*, 996 So. 2d 437, 28 I.E.R. Cas. (BNA) 1872, 2008-2 Trade Cas. (CCH) P76,330 (La.App. 2 Cir. 2008)
- *Austin, et al. v. Louisiana Generating, LLC*, 265 Fed. Appx. 207, 2008 U.S. App. LEXIS 2744 (5th Cir., Feb. 7, 2008)
- *Bradford v. Cellxion LLC*, 2007 U.S. Dist. LEXIS 67061 (W.D. La., Sept. 11, 2007), *affirmed*, 2008 U.S. App. LEXIS 5521 (5th Cir., Mar. 13, 2008)
- *Lim, et al. v. Offshore Specialty Fabricators, Inc.*, 404 F.3d 898 (5th Cir. 2005), *cert. denied*, 546 U.S. 826, 126 S. Ct. 365, 163 L. Ed. 2d 71 (2005), *on appeal after remand*, 199 Fed. Appx. 345, 2006 U.S. App. LEXIS 22152 (5th Cir., Aug. 29, 2006)
- *Vines, et al. v. University of Louisiana*, 398 F.3d 700, 95 Fair Emp. Prac. Cas. (BNA) 144 (5th Cir. 2005), *cert. denied*, 546 U.S. 1089, 126 S. Ct. 1019, 163 L. Ed. 2d 852 (2006)
- *Campbell v. Chevron Phillips Chem. Co., L.P.*, 587 F. Supp. 2d 773 (E.D. Tex., Aug. 15, 2006)
- *Harbuck v. Briggs Equipment*, 2006 U.S. Dist. LEXIS 53092 (S.D. Tex., Jul. 31, 2006)
- *Ballou, et al. v. Mabey*, 124 Fed. Appx. 236, 2006 U.S. App. LEXIS 2204 (5th Cir., Feb. 10, 2005)
- *Anderson, et al. v. Orleans Parish School Board*, 340 F. Supp. 2d 716 (E.D. La., Aug. 3, 2004)

- *Babin v. Sammons Co.*, 2003 U.S. Dist. LEXIS 3352 (E.D. La., Mar. 3, 2003)
- *Haase v. Bayou Steel Corp.*, 783 So.2d 474, 12 Am. Disabilities Cas. (BNA) 969 (La.App. 5 Cir. 2001)
- *Chaffin v. John H. Carter Co.*, 179 F.3d 316, 138 Lab. Cas. (CCH) P33,898, 76 Empl. Prac. Dec. (CCH) PP46,072, 5 Wage & Hour Cas. 2d (BNA) 692 (1999)

Presentations

- "Mid-Term Congressional Elections Mean Changes, But Not Necessarily The Changes You Want" (Baton Rouge)
Crowne Plaza Baton Rouge, Baton Rouge, Louisiana, June 9, 2011
- "Mid-Term Congressional Elections Mean Changes, But Not Necessarily The Changes You Want" (New Orleans)
Inn on Bourbon, New Orleans, Louisiana, April 12, 2011
- "Employment Decisions: HR Best Practices,"
February 1, 2011
- "Managing Leave Administration,"
SouthWest Benefits Association, Dallas, TX, November 19, 2010
- "EEO Update & Best Practices Review,"
Jones Walker, Lafayette, La, October 27, 2010
- "HR Professional Training: The Anatomy of an Effective Internal Investigation,"
Jones Walker, Lafayette, LA, October 27, 2010
- "New Employment Laws and What's Next in Legislation,"
Jones Walker, Lafayette, LA, October 27, 2010
- "Documenting Employee Behavior and Employment Records
Compliance Workshop,"
15th Annual Advanced Employment Issues Symposium, Nashville, TN,
September 29, 2010
- "Human Resources Compliance,"
Jones Walker, Baton Rouge, LA, September 14, 2010
- "Compliance with FMLA Changes,"
Jones Walker, New Orleans, LA, March 11, 2010
- "The Unfair Labor Standards Act,"
Jones Walker, New Orleans, LA, March 11, 2010

- "DOL Audits and Wage & Hour Lawsuits are Hotter than Ever: Spot and Avoid the Most Common Traps"
14th Annual Advanced Employment Issues Symposium, Nashville, Tennessee, September 17, 2009
- "Wage & Virtual Hour Summit: Advanced FLSA Compliance Strategies"
July 22, 2009

Publications

- "Effective response to harassment complaint saves employer \$500,000"
Louisiana Employment Law Letter, October 2010
- "Tweeting, poking, and blogging - can social media policies help?"
Louisiana Employment Law Letter, January 2010
- "Close call in lawsuit claiming telephone workers weren't independent contractors"
Louisiana Employment Law Letter, November 2009
- "What happens in cyberspace doesn't always stay in cyberspace"
Louisiana Employment Law Letter, April 2008
- "FMLA: Labor Department Releases Revisions"
The Forum, March 19, 2008

Memberships

- Employers Counsel Network
- Louisiana State Bar Association
- State Bar of Texas

Civic Appointments

- Cat Haven
 - Board of Directors (2011)
- Employer Support of the Guard and Reserve
 - Ombudsman (2003 to present)
- Louisiana Art & Science Museum
 - Gala Committee (2010 to date)
- Louisiana Sea Grant Law & Policy Program, Louisiana State University
 - Advisory Board (2011)
- The Magnolia School, Inc.

- Chairperson (2006 - 2008)
- Board of Directors (2001 to date)

Court Admissions

U.S. Supreme Court, 2005

5th Cir., 1995

11th Cir., 2009

E.D. La., 1995

M.D. La., 1995

W.D. La., 1995

E.D. Tex., 2005

N.D. Tex., 2005

S.D. Tex., 2005

W.D. Tex., 2010

