

Partner

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**Practice Areas**

Disaster Preparedness &  
Recovery  
Insurance Coverage  
Labor & Employment

**Bar Admissions**

Louisiana, 1981  
Mississippi, 1981

**Education**

The University of Mississippi  
School of Law, J.D., 1981;  
Board of Editors, *Mississippi  
Law Journal*  
Mississippi State University,  
B.A., 1976; Omicron Delta  
Kappa; Phi Kappa Phi; John  
C. Stennis Scholar



Mark Adams has successfully counseled employers for more than 25 years on the development of effective human resources policies, procedures and strategies for complying with federal and state labor and employment laws, limiting exposure to employment claims and litigation, union organizing, and government agency investigations. Mr. Adams founded Jones Walker's Labor & Employment Practice and served as its chair until 2006. He also served as a member of Jones Walker's executive committee from 2001–2006.

Since 1992, Mr. Adams has been the editor of the *Louisiana Employment Law Letter*, a monthly report designed especially for human resource professionals on new developments and emerging trends in labor and employment law. He also is a member of the Employers Counsel Network, a select coalition of leading labor and employment law practitioners representing each of the 50 United States and Canada. Mr. Adams is a frequent speaker at professional meetings and seminars and has authored numerous papers and articles for professional and trade journals.

Mr. Adams received his juris doctor degree in 1981 from the University of Mississippi School of Law, where he was a member of the Board of Editors of the *Mississippi Law Journal*. He is admitted to practice in both Louisiana and Mississippi, and is a member of the American Bar Association's Sections of Labor & Employment Law and Litigation.

**Noteworthy**

- Listed in *The Best Lawyers in America*® 2010 (Copyright 2009 by Woodward/White, Inc., Aiken, SC) in the area of Labor and Employment Law (listed annually since 2005)
- Recognized in "*Chambers USA – America's Leading Lawyers for Business*" in the area of Labor & Employment (annually since 2003)

- Listed in the 2010 edition of *Louisiana Super Lawyers* in the area of Employment & Labor (listed annually since 2007)
  - **AV® Peer Review Rating in Martindale-Hubbell**
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### Presentations

- "The Times They Are A-Changing: Change is What the Obama Administration Promised, and Change is What We've Got"  
Jones Walker, New Orleans, Louisiana, March 11, 2010
- "Louisiana State & Local Tax Update"  
The City Club at River Ranch, Lafayette, Louisiana, December 3, 2009
- "Employment Law Experts on Obama Labor & Enforcement Agenda"  
September 2009
- "The Future of Labor and Employment Law"  
Employers Counsel Network Annual Meeting, Nashville, Tennessee, April 29, 2009
- "Workplace Investigations in Louisiana"  
New Orleans, Louisiana, March 2008
- "Five Rules for Avoiding Legal Pitfalls in Recruiting, Applicant Screening, and Hiring"  
BLR National Employment Law Update, Orlando, Florida, November 2007
- "The One Thing You Must Know About 10 Employment Law Issues" and "The True Cost of Litigating – When to Fold and When to Fight"  
Advanced Employment Issues Symposium, Nashville, Tennessee, October 2007
- "ADA Master Class"  
New Orleans, Louisiana, October 2007
- "Disaster Contingency Planning and Crisis Management – An Experienced Employer's Perspective"  
New Orleans, Louisiana, April 2007
- "FMLA Master Class"  
New Orleans, Louisiana, April 2007
- "Lessons From Living Through Disaster"  
Los Angeles County Bar Association Bar Leaders Conference, Los Angeles, California, January 2007

- "When Disaster Strikes: Legal Requirements and Potential Claims"  
University of Houston Advanced Employment Law for Employers and  
Employment Lawyers, Dallas, Texas, December 1, 2006, and Houston,  
Texas, December 8, 2006
- "Seven Critical Steps to Highly Effective Crisis Management"  
11th Annual Advanced Employment Issues Symposium, Las Vegas,  
Nevada, November 10, 2006
- "FMLA Update 2006"  
Council on Education in Management, Baton Rouge, Louisiana,  
September 14–15, 2006
- "When Disaster Strikes: The Legal and Human Resources Response"  
South Texas College of Law Annual Employment Law Conference,  
Houston, Texas, July 14, 2006
- Advanced Employment Issues Symposium  
Atlanta, Georgia, September 6, 2004
- "Avoiding Legal Pitfalls in Workplace Investigations"  
Council on Education in Management, March 29, 2004

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### Publications

- "2007 Regular Session of the Louisiana Legislature Begins"  
*Louisiana Employment Law Letter*, Vol. 16, No. 2, May 2007
- "Disaster Contingency Planning and Crisis Management: An  
Experienced Employer's Checklist"  
November 30, 2006
- "New Orleans Law Firm Survives Katrina, Helps Stricken Clients"  
*Best Practices in HR*, Business and Legal Reports, Inc., Issue 802,  
December 3, 2005
- "Disaster Recovery FAQs for Employers"  
*Louisiana Employment Law Letter*, Vol. 14, No. 7, October 2005
- "WARN Act May Apply to Your Business"  
Jones Walker E\*Bulletin, September 16, 2005
- "Weathering the Storm: Katrina's Lessons on Crisis Management for  
Employers"  
*Louisiana Employment Law Letter*, September 2005
- "How to Deal with Workplace Gossip, Among Other Things"  
*Louisiana Employment Law Letter*, August 2005

- "2004 hurricane season: when Mother Nature disrupts your workplace"  
*Louisiana Employment Law Letter*, Vol. 13, No. 7, October 2004
- "Take this job and shove it!"  
*Louisiana Employment Law Letter*, Vol. 13, No. 6, September 2004
- "What all the king's men (and women) decided – 2004 legislative session in review"  
*Louisiana Employment Law Letter*, Vol. 13, No. 4, July 2004
- "Court calls of phone company employee's claim"  
*Louisiana Employment Law Letter*, Vol. 13, No. 3, June 2004
- "All the king's men (and women) – Louisiana Legislature back in session"  
*Louisiana Employment Law Letter*, Vol. 13, No. 2, May 2004
- "Help – my employee has fallen and I can't answer this question!"  
*Louisiana Employment Law Letter*, Vol. 13, No. 1, April 2004
- "'Passion' in the workplace: religious accommodations"  
*Louisiana Employment Law Letter*, Vol. 12, No. 12, March 2004
- "Complying with disability discrimination law without 'going postal'"  
*Louisiana Employment Law Letter*, Vol. 12, No. 11, February 2004
- "What you need to know about short- and long-term disability benefits"  
*Louisiana Employment Law Letter*, Vol. 12, No. 10, January 2004
- "It's tough being the boss"  
*Louisiana Employment Law Letter*, Vol. 12, No. 9, December 2003
- "Cashier claims shortchanged by employer"  
*Louisiana Employment Law Letter*, Vol. 12, No. 8, November 2003
- "You've got questions? We've got answers!"  
*Louisiana Employment Law Letter*, Vol. 12, No. 7, October 2003
- "You can apply, but we're nonunion and we'll stay that way"  
*Louisiana Employment Law Letter*, Vol. 12, No. 6, September 2003
- "ADA and FMLA keep courts busy"  
*Louisiana Employment Law Letter*, Vol. 12, No. 5, August 2003
- "2003 legislative developments easy to swallow for employers"  
*Louisiana Employment Law Letter*, Vol. 12, No. 4, July 2003
- "Raising more than minimum wage: High court hears debate over wage hike"  
*Louisiana Employment Law Letter*, Vol. 12, No. 3, June 2003

- "What's Cooking with the Louisiana Legislature?"  
*Louisiana Employment Law Letter*, Vol. 12, No. 2, May 2003
- "Pianist gets bad reviews for performance"  
*Louisiana Employment Law Letter*, Vol. 12, No. 1, April 2003
- "Reality ER: Physician with Hepatitis C Sues Hospital Under ADA"  
*Louisiana Employment Law Letter*, Vol. 11, No. 12, March 2003
- "Cyberslander: Employee's email lands him and his employer in court"  
*Louisiana Employment Law Letter*, Vol. 11, No. 11, February 2003
- "Louisiana federal court to host nationwide wage and hour collective action"  
*Louisiana Employment Law Letter*, Vol. 11, No. 10, January 2003
- "Age-related comments muddy waters of otherwise textbook termination"  
*Louisiana Employment Law Letter*, Vol. 11, No. 9, December 2002
- "Separating winners from losers when drafting separation agreements"  
*Louisiana Employment Law Letter*, Vol. 11, No. 8, November 2002
- "Taking the 'medical' out of the Family and Medical Leave Act"  
*Louisiana Employment Law Letter*, Vol. 11, No. 7, October 2002
- "It's not just about sex anymore"  
*Louisiana Employment Law Letter*, Vol. 11, No. 6, September 2002
- "How well do you know your employees?"  
*Louisiana Employment Law Letter*, Vol. 11, No. 5, August 2002
- "Supreme Court rejects 'Catch-22' ADA ruling"  
*Louisiana Employment Law Letter*, Vol. 11, No. 4, July 2002
- "Raising more than minimum wage: High court hears debate over wage hike"  
*Louisiana Employment Law Letter*, Vol. 11, No. 3, June 2002
- "Close the door, turn the lock, and throw away the key"  
*Louisiana Employment Law Letter*, Vol. 11, No. 2, May 2002
- "Firing 'tips': Inconsistency and poor documentation send employer to trial"  
*Louisiana Employment Law Letter*, Vol. 11, No. 1, April 2002
- "Special legislative session to provide opportunity to amend law on noncompetes"  
*Louisiana Employment Law Letter*, Vol. 10, No. 12, March 2002
- "The double whammie: employee presses his luck"  
*Louisiana Employment Law Letter*, Vol. 10, No. 11, February 2002

- "When it comes to retaliation, timing is everything"  
*Louisiana Employment Law Letter*, Vol. 10, No. 10, January 2002
- "Court's decision is a bitter pill for nurse who got caught 'playing doctor'"  
*Louisiana Employment Law Letter*, Vol. 10, No. 9, December 2001
- "Weakest link: no connection between sexual harassment complaints and job loss"  
*Louisiana Employment Law Letter*, Vol. 10, No. 8, November 2001
- "Trick or treat? How treats turned into nightmarish trick on employer"  
*Louisiana Employment Law Letter*, Vol. 10, No. 7, October 2001
- "Employer gets egg on its face from protecting golden goose"  
*Louisiana Employment Law Letter*, Vol. 10, No. 6, September 2001
- "Taking the 'non' out of noncompete agreements?"  
*Louisiana Employment Law Letter*, Vol. 10, No. 5, August 2001
- "Winnas and loozas: Louisiana Legislature ends on good note for employers"  
*Louisiana Employment Law Letter*, Vol. 10, No. 4, July 2001
- "A tale of two houses: 2001 legislative session continues"  
*Louisiana Employment Law Letter*, Vol. 10, No. 3, June 2001
- "A tale of two houses: lawmakers back to work"  
*Louisiana Employment Law Letter*, Vol. 10, No. 2, May 2001
- "What you don't know can hurt you"  
*Louisiana Employment Law Letter*, Vol. 10, No. 1, April 2001
- "Hands off your employees!"  
*Louisiana Employment Law Letter*, Vol. 9, No. 12, March 2001
- The Law of Leisure, "Time Off From Work: Legal Rights and Obligations"  
*The Complete Lawyer*, American Bar Association, Vol. 16, No. 3, April 1, 1999
- *After-Acquired Evidence and Discrimination Claims, The 1996 Executive File: Hot Employment Issues*  
M. Lee Smith Publishers, 1996
- *How to Avoid Legal Pitfalls in Hiring and Firing in Louisiana*  
M. Lee Smith Publishers, 1995
- *Tips for Handling and Avoiding Sexual Harassment Claims, The 1995 Executive File: Hot Employment Issues*  
M. Lee Smith Publishers, 1995

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### **Memberships**

- American Bar Association (Member, Sections of Labor and Employment Law and Litigation)
- Louisiana State Bar Association (Member, Section of Labor and Employment Law)
- The Mississippi Bar (Member, Section of Labor and Employment Law)

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### **Court Admissions**

U.S. Supreme Court, 1995

5th Cir., 1981

11th Cir., 1981

E.D. La., 1981

M.D. La., 1982

W.D. La., 1985

N.D. Miss., 1981

S.D. Miss., 1986

