



L. Traywick Duffie

Special Counsel

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Focus Areas

Litigation and Trials
Labor Management Relations
Wage and Hour

Overview

L. Traywick Duffie represents corporate clients in a broad range of employment and labor law, including employment litigation, union organizing, wage and hour and Employee Retirement Income Security Act matters. He has successfully defended numerous class and collective matters and countered union organizing campaigns in more than 40 states.

He has successfully defended single plaintiff, multiple plaintiff and class action litigation involving:

- Race
- Age
- Sex
- Pregnancy
- Disability
- Retaliation
- ERISA
- Whistleblowing
- Covenants not to compete
- State law contract claims

Among the cases he has defended which have changed or clarified the law include establishing that pregnant employees are not entitled to special accommodation; alleged victims of employment harassment must give remedial action undertaken by an employer's reasonable opportunity to work; the avoidance of discriminatory statements may be

relevant at the pretext stage, but alone cannot establish a prima facie case, affirming the need for a plaintiff to have a comparator; and that allowing a nurse light duty work for two years prior to MMI does not prevent her discharge under the Americans with Disabilities Act if she cannot perform essential functions of her job.

Traywick has designed and implemented programs on compliance with and the avoidance of employment litigation and union organizing. He regularly speaks before companies, trade associations, business groups and universities. He represents clients in the healthcare, media, transportation and manufacturing industries.

Professional and Community Affiliations

- Member, State Bar of Georgia
- Member, Magistrate Judge Merit Selection Panel, 1998-2000

Recognition

- Named, The Best Lawyers in America®, 2006-2022
- Named, Georgia Legal Elite, *Georgia Trend Magazine*
- Named, America's Leading Lawyers for Business, *Chambers USA*, 2006-2020
- Named, ATop 100 Super Lawyers, *Atlanta Magazine*
- Awarded, AV® Peer Review Rating, *Martindale-Hubbell*

Education

J.D., University of South Carolina, School of Law, 1972

B.A., Wofford College, 1969

Bar Admissions

Georgia

Florida

Courts

U.S. Supreme Court
U.S. Court of Appeals, 3rd Circuit
U.S. Court of Appeals, 4th Circuit
U.S. Court of Appeals, 5th Circuit
U.S. Court of Appeals, 6th Circuit
U.S. Court of Appeals, 7th Circuit
U.S. Court of Appeals, 10th Circuit
U.S. Court of Appeals, 11th Circuit
Georgia Court of Appeals
Georgia Supreme Court
Florida Supreme Court
U.S. District Court, Northern District of Georgia
U.S. District Court, Middle District of Georgia
U.S. District Court, Southern District of Georgia
U.S. District Court, Northern District of Florida
U.S. District Court, Middle District of Florida
U.S. District Court, Central District of Illinois
U.S. District Court, Western District of Wisconsin
U.S. District Court, Eastern District of Wisconsin
U.S. District Court, Southern District of Texas
U.S. District Court, Western District of Texas
U.S. District Court, District of Colorado
U.S. District Court, Western District of Tennessee

Publications & Press

Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers

Littler Press Release

August 19, 2021

Littler Ranked in Chambers USA Guide 2021

Littler Press Release

May 27, 2021

Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers

Littler Press Release

August 20, 2020

Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year

Littler Press Release

August 15, 2019

Littler Shareholder Whitney Ferrer Appointed Atlanta Office Managing Shareholder

Littler Press Release

July 9, 2019

Littler Ranked in 2019 Chambers USA Guide

Littler Press Release

April 25, 2019

Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers

Littler Press Release

August 15, 2018

Littler Ranked in 2018 Chambers USA Guide

Littler Press Release

May 15, 2018

Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers

Littler Press Release

August 17, 2017

Littler and Its Attorneys Receive Top Rankings in 2017 Chambers USA Guide

Littler Press Release

May 26, 2017

The Best Lawyers in America© Honors More Than 180 Littler Lawyers in Its 2017 Edition

Littler Press Release

August 16, 2016

Chambers USA Recognizes Littler and Attorneys in 2016 Guide

Littler Press Release

May 27, 2016

Division of Labor: Employee Misclassification Can Be Costly

Atlanta Business Chronicle

March 4, 2016

Littler Attorneys Recognized in the Best Lawyers in America© 2016 Edition

Littler Press Release

August 18, 2015

Chambers USA Recognizes Littler and Its Attorneys

Littler Press Release

May 20, 2015

Littler Attorneys Included in the Best Lawyers in America© 2015 Edition

Littler Press Release

August 18, 2014

Littler and Its Attorneys Ranked In 2014 Chambers USA Guide

Littler Press Release

May 23, 2014

Littler Attorneys Named in Best Lawyers in America® 2014 Edition

Littler Press Release

August 15, 2013

Littler Mendelson Named in the 2013 Chambers USA Guide

Littler Press Release

May 24, 2013

Best Lawyers in America® Names 164 Littler Attorneys to 2013 Edition

Littler Press Release

September 7, 2012

L. Traywick Duffie to Lead Littler's Atlanta Office

Littler Press Release

July 30, 2012

Best Lawyers in America® Names 108 Littler Lawyers to 2012 Edition

Littler Press Release

September 12, 2011

Chambers USA Honors Littler And Its Attorneys

Littler Press Release

June 27, 2011

Pay Now or Pay Later

Employment and Human Resources Global Reference Guide - Financier Worldwide
2010

61 Littler Attorneys Named to The Best Lawyers in America® 2010

Littler Press Release
August 14, 2009

Littler Mendelson Welcomes L. Traywick Duffie to Atlanta Office

Littler Press Release
June 19, 2009

Improving Performance and Incentivizing Management

Financier Worldwide
March 2009

Speaking Engagements

Healthcare Industry Group: A Roundtable Discussion

Atlanta, GA
April 18, 2019

2015 Southeast Employer Conference

Atlanta, GA
August 20, 2015

Blame the Lawyers? – HR Decisions Under the Microscope

Littler Mendelson, Atlanta, GA
October 9, 2014

The 2014 Atlanta Employer Conference

Atlanta, GA
October 9, 2014

NLRB Breakfast Briefing

Atlanta, GA
March 15, 2013

Coping with the Mr. Alienation: Practical Solutions for Maintaining Morale and Minimizing Liability when Dealing with Ineffective Supervisors and Problematic Managers

Littler Mendelson, Atlanta, GA

September 28, 2012

Atlanta Employer Conference

Atlanta, GA

September 28, 2012

2011 Employment Law Conference

Atlanta, GA

September 23, 2011