

Emily D. Shoda

Shareholder

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Overview

Emily Shoda advises and represents management in a broad range of employment matters. A large part of her practice is devoted to advising employers on difficult employment issues related to reductions-in-force and other business restructuring and downsizing matters. In addition, Emily has significant experience with arbitration agreements, equal employment opportunity laws, the Family and Medical Leave Act, and the Americans with Disabilities Act. Emily also regularly defends single-plaintiff employment cases brought in federal and state courts as well as claims involving employment discrimination, retaliation and harassment before the Equal Employment Opportunity Commission as well as many state agencies. Emily also participated in the litigation team on significant class/collective actions for healthcare clients, one involving a 1,000+ member collective action involving claims of misclassification, overtime and other wage-related issues under the Fair Labor Standards Act.

During law school, Emily received multiple oral advocacy awards and was a judicial extern for Hon. Tu M. Pham, Western, U.S. Magistrate Judge, Western District of Tennessee.

Professional and Community Affiliations

- Member, State Bar of Georgia
- Member, Labor and Employment Section, Atlanta Bar Association
- Member, Junior Committee, Shepherd Center Society

Recognition

- Recipient, CALI Award for Excellence in Trial Advocacy, 2011
- Top 10 Oralist, Robert F. Wagner Sr., *National Labor Law and Employment Law Competition*, 2011
- Runner-up for Best Oralist, Intraschool Advanced Moot Court Competition, *University of Memphis School of Law*, 2009

Education

J.D., University of Memphis Cecil C. Humphreys School of Law, 2011, *cum laude*

B.A., University of Tennessee, 2008, *summa cum laude*, *Phi Beta Kappa*

Bar Admissions

Georgia

Tennessee

Courts

Georgia Court of Appeals

Georgia Supreme Court

Tennessee Supreme Court

U.S. District Court, Northern District of Georgia

U.S. District Court, Western District of Tennessee

Publications & Press

EEOC Issues Guidance on Inclusion of International Employees on OWBPA Disclosures

Littler ASAP

January 15, 2021

Peach State Garnishment Update – 2021 Changes

Littler ASAP

January 5, 2021

Littler Elevates 28 Attorneys to Shareholder

Littler Press Release

January 6, 2020

U.S. District Court Declares Georgia Wage Garnishment Statute Unconstitutional

Littler ASAP

September 18, 2015

Courts Continue to Be Split on Class Certification in Unpaid Intern Cases

Littler ASAP

May 16, 2014

2012 ABA FLSA Subcommittee Annual Midwinter Report

2011

Speaking Engagements

Clearing the Way to Compliance: Hindsight Is So 2020

October 7, 2021

2020 Year in Review and What to Expect in 2021

Atlanta, GA

January 27, 2021

Reopening the Economy: COVID-19 Questions Answered

April 30, 2020

Q&A: Employment Issues Resulting from COVID-19

Client Webinar

April 23, 2020

Best Practices for Virtual Layoffs

Webinar

April 9, 2020

Best Practices on Implementing Furloughs in 2020

Client Webinar

March 26, 2020

Employment Law Update: 2020 Employment Law Changes You Need to Plan for and Other Hot Button Topics

Atlanta, GA

November 7, 2019

2015 Southeast Employer Conference

Atlanta, GA

August 20, 2015