

Paul E. Prather

Shareholder

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Focus Areas

Litigation and Trials
Class Action
Discrimination and Harassment
Unfair Competition and Trade Secrets
Healthcare
Emerging Companies and Venture Capital

Overview

Paul E. Prather represents management exclusively in all areas of employment and labor relations, including state and federal employment litigation and in administrative proceedings before the National Labor Relations Board, the Equal Employment Opportunity Commission and the United States Department of Labor.

Professional and Community Affiliations

- Member, Labor and Employment Section, Tennessee Bar Association
- Member, Labor and Employment Section, Memphis Bar Association
- Member, Labor and Employment Law / Litigation Sections, American Bar Association
- Director, Management Labor and Employment Roundtable
- Member, Defense Research Institute
- Member, Society for Human Resource Management

Recognition

- Awarded, AV® Peer Review Rating, *Martindale-Hubbell*
- Fellow, *College of Labor and Employment Lawyers*

- Fellow, *Litigation Counsel of America*
- Named, The Best Lawyers in America®, 2003-2025
- Named, Lawyer of the Year, Memphis, *The Best Lawyers in America*®, 2015, 2021, 2024
- Named, 500 Leading Corporate Employment Lawyers, *Lawdragon*, 2020-2025
- Ranked, Labor & Employment, *Chambers USA*, 2003-2024
- Named, International Who's Who of Management Labour and Employment Lawyers, *Who's Who Legal*, 2012-2015, 2018, 2024
- Named, Best of the Bar , *Memphis Business Journal*, 2017
- Named, Super Lawyer, *Super Lawyers*, 2006-2015
- Named, Lawyer of the Year, Litigation - Labor & Employment, Memphis, *The Best Lawyers in America*®, 2014
- Named, Who's Who in American Law, 2014

Education

J.D., University of Memphis, 1982

B.A., University of Memphis, 1979, *summa cum laude*

Bar Admissions

Tennessee

Courts

U.S. Supreme Court

U.S. Court of Appeals, 2nd Circuit

U.S. Court of Appeals, 5th Circuit

U.S. Court of Appeals, 6th Circuit

U.S. Court of Appeals, 8th Circuit

Tennessee Supreme Court

U.S. District Court, Western District of Tennessee

Publications & Press

Littler Ranked in 2024 Chambers USA Guide

Littler Press Release

June 6, 2024

Littler Recognized in 2023 Chambers USA Guide

Littler Press Release

June 6, 2023

Littler Ranked in Chambers USA Guide 2022

Littler Press Release

June 1, 2022

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

Littler Attorneys Recognized by BTI Consulting and Lawdragon

Littler Press Release

December 15, 2020

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 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 Attorneys Named in 2018 Who's Who Legal Labour, Employment & Benefits Guide

Littler Press Release

June 5, 2018

Littler Ranked in 2018 Chambers USA Guide

Littler Press Release

May 15, 2018

Annual Report on EEOC Developments — Fiscal Year 2017

Littler Report

February 27, 2018

Littler Attorneys Named in 2017 Who's Who Legal Guide

Littler Press Release

September 28, 2017

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

Annual Report on EEOC Developments – Fiscal Year 2016

Littler Report

February 27, 2017

New Overtime Wage Rules Could Face Long Delay

The Memphis Daily News

November 29, 2016

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

Annual Report on EEOC Developments – Fiscal Year 2015

Littler Report

January 12, 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 Named Law Firm of the Year for Labor and Employment by Who's Who Legal

Littler Press Release

April 2, 2014

Supreme Court Denies Review of Decision Holding Plaintiff Responsible for Recording Time Worked

Littler ASAP

October 24, 2013

Littler Attorneys Named in Best Lawyers in America® 2014 Edition

Littler Press Release

August 15, 2013

Littler Named Management, Labour and Employment Firm of the Year by Who's Who Legal

Littler Press Release

June 24, 2013

Littler Mendelson Named in the 2013 Chambers USA Guide

Littler Press Release

May 24, 2013

Hospital prevails in nurse's lawsuit claiming pay for meal breaks

Healthcare Risk Management

January 1, 2013

Establish procedures, audit your payment processes

Healthcare Risk Management

January 1, 2013

Sixth Circuit Affirms Summary Judgment and Denial of Class Certification in Overtime Claim Where Hospital Established Reasonable Process for Reporting Uncompensated Work Time

Littler ASAP

November 16, 2012

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

Littler Press Release

September 7, 2012

Sixth Circuit Upholds Decertification of FLSA Collective Action Challenging Automatic Meal Break Deductions

Littler Insight

September 6, 2012

Sixth Circuit Upholds Decertification of FLSA Collective Action Challenging Automatic Meal Break Deductions: Would Your Wage and Hour Policies and Practices Pass Muster?

HR Professionals Magazine

September 2012

6th Circ. Tosses Nurse's Lunch Pay Suit As Time-Barred

Law360.com

August 21, 2012

Littler Named World's Leading Law Firm for Management Labor and Employment Work

Littler Press Release

June 12, 2012

Littler Expands Tennessee Presence with New Memphis Office

Littler Press Release

January 19, 2012

Labor and Employment Firms on the March: Jackson Lewis to Milwaukee, Littler to Memphis

AmLaw Daily

January 19, 2012

Speaking Engagements

COVID-19 - What's Ahead for Legal Compliance, Preparing for the Coming Wave of Legal Claims

Tennessee State SHRM Conference

November 2, 2020

Cutting Edge Solutions for Turbulent Times in HR

2020 SHRM Legal Day Conference

August 11, 2020

Top 10 Employment Law Tips for a Successful 2019

Memphis, TN

June 20, 2019

Top 10 Employment Law Tips for a Successful 2019

Memphis, TN

June 20, 2019

It's a Labor of Love: Littler Lawyers Answer Your Most Burning Labor & Employment Questions

Memphis, TN

February 8, 2018

Wage and Hour Headaches: What Every Employer Needs to Know

Memphis, TN

July 12, 2016

Wage and Hour Headaches: What Every Employer Needs to Know

Memphis, TN

July 12, 2016

Inclusion in 2016: Pregnancy, Religious and LGBT Accommodations

2016 SHRM-Memphis Half Day Legal Seminar, Memphis, TN

March 15, 2016

The New Overtime Rules – And Why HR Must Work Overtime to Ensure Compliance

The 12th Annual Labor & Employment Law Advanced Practices Symposium, Las Vegas, NV

March 2016

Workplace Investigations 2015

Tennessee Association of Corporate Counsel (ACC), Memphis, TN

September 30, 2015

2015 Southeast Employer Conference

Atlanta, GA

August 20, 2015

DOL's Proposed Changes to the White Collar Regulations: What Should Employers Do Now?

Memphis, TN

July 23, 2015

Tips and Strategies for Avoiding Litigation Arising from the Hiring Process

Memphis, TN

May 27, 2015

Overtime Law and the FLSA

11th Annual Labor & Employment Law Advanced Practices Symposium - HR Specialist and the Management Labor Employment Roundtable, Las Vegas, NV

April 9, 2015

Identify Wage & Hour Landmines In Your Organization

Society for Human Resource Management (SHRM) Memphis, Memphis, TN

March 17, 2015

Conducting Lawful Investigations: An Interactive Program for Internal Investigators

Nashville, TN

October 8, 2014

Top Takeaways From Our National Employer Conference®

Memphis, TN

May 20, 2014

Conducting Lawful Investigations: An Interactive Program for Internal Investigators

Memphis, TN

April 29, 2014

Preparing the Executive for Deposition

Business Management Daily Webinar

April 18, 2014

Bullying and Workplace Harassment: The Developing Intersection Between Employment Law and Employee Behavior

Society for Human Resource Management (SHRM)

March 18, 2014

Bullying and Harassment in the Modern Workplace: The developing intersection between employment law and employee behavior

Memphis, TN

September 20, 2013

The Toxic Employee

Memphis, TN

October 29, 2012

Social Media Mayhem: What an Employer Should Know

EEOC Robinsonville Seminar - U.S. Equal Employment Opportunity Commission

August 30, 2012

The Wage Hour Update: Critical Developments in Federal and State Laws and Regulations

Littler Mendelson, Scottsdale, AZ

May 11, 2012

Books & Book Chapters

- Arbitration v Litigation, *An Introduction to Health Law Litigation Based on Contract and Government Claims*, co-author chapter 1, American Bar Association, July 2016
- *Fair Labor Standards Act, BNA, 2nd Ed.*, contributing author, 2011
- *Annual Review of Developments in Business and Corporate Litigation*, contributing editor, American Bar Association, 2006-2010