

Frederick C. Miner

Shareholder

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Practice Areas

Labor Management Relations

Overview

As a core member of Littler's Labor Management Relations Practice Group, Fred Miner represents management in collective bargaining negotiations, counsels employers concerning bargaining obligations and administration of collective bargaining agreements, and is an advocate in the arbitration of disputes arising out of collective bargaining agreements and in enforcement litigation. He has represented numerous employers in administrative proceedings before the National Labor Relations Board and in related litigation, including the successful defense of unfair labor practice charges and the successful prosecution and defense of appeals in such cases.

Fred also counsels employers regarding representation proceedings, representation campaigns, and Board conducted elections. He has assisted a number of employers in developing and implementing successful union avoidance strategies.

In addition, Fred assists employers in developing and implementing personnel policies, handbooks, employment contracts, and arbitration agreements. He has successfully enforced individual arbitration agreements in federal courts with respect to a variety of employment related claims.

Fred represents employers in administrative proceedings and litigation with respect to a variety of equal employment opportunity laws, government contractor laws, wage and hour laws, and plant-closing laws.

Recognition

- Named, The Best Lawyers in America®, 2017-2025
- Named, America's Leading Lawyers for Business, *Chambers USA*, 2015-2020

Education

J.D., University of Minnesota Law School, 1994

M.A., University of Virginia, 1991

A.B., Dartmouth College, 1989

Bar Admissions

Arizona

New Mexico

Courts

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, 8th Circuit

U.S. Court of Appeals, 9th Circuit

U.S. District Court, District of Arizona

U.S. District Court, District of New Mexico

U.S. District Court, Western District of Kentucky

U.S. District Court, Eastern District of Wisconsin

U.S. District Court, Western District of Wisconsin

U.S. District Court, Eastern District of Michigan

Publications & Press

NLRB Adopts Tough New Standard for Workplace Rules

Littler ASAP

August 8, 2023

Third Try's the Charm? National Labor Relations Board (Again) Narrows Definition of "Independent Contractor" Under the National Labor Relations Act

Littler ASAP

June 14, 2023

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

Press Release

August 19, 2021

Are You Prepared for the Return of the War on Employee Handbooks?

Littler ASAP

April 14, 2021

Protecting the Employer's Internal Personnel Information After the Boeing Co.

Littler ASAP

August 20, 2020

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

Press Release

August 20, 2020

Employers' Duty to Bargain Over Union COVID-19 Proposals During the Term of a Collective Bargaining Agreement

Littler ASAP

May 4, 2020

It's Time to Review Your Employee Handbook

SHRM Online

January 15, 2020

NLRB Majority Curtails Review of Many Common Work Rules

Littler ASAP

October 21, 2019

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

Press Release

August 15, 2019

Labor and Employment Issues Facing the Healthcare Industry

Littler Report

July 11, 2019

Littler Ranked in 2019 Chambers USA Guide

Press Release

April 25, 2019

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

Press Release

August 15, 2018

The NLRB Expands the Use of Confidentiality Rules in The Boeing Co.

Littler ASAP

July 2, 2018

Enforcing Civility: The Board's New Boeing Standard Influences a Range of Policies Promoting Positive Workplaces for Employers and Employees

Littler ASAP

June 19, 2018

NLRB General Counsel Issues Guidance Regarding Handbook Rules

Littler ASAP

June 11, 2018

Littler Ranked in 2018 Chambers USA Guide

Press Release

May 15, 2018

NLRB Shifts Standard for Deciding If Employee Handbook Rules Are Lawful

Bloomberg Law

March 9, 2018

New NLRB Majority Calls off the War on Employee Handbooks

Littler ASAP

December 18, 2017

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

Press Release

August 17, 2017

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

Press Release

May 26, 2017

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

Press Release

August 16, 2016

Chambers USA Recognizes Littler and Attorneys in 2016 Guide

Press Release

May 27, 2016

Chipotle in Trouble Again, This Time with the NLRB

Corporate Counsel

March 16, 2016

NLRB Operations Memo Instructs Regional Offices to Seek Settlements to Address Budget Deficit

Littler ASAP

March 14, 2016

Chambers USA Recognizes Littler and Its Attorneys

Press Release

May 20, 2015

NLRB Guidance on Employer Rules Affirms Broad Right to Discuss Working Conditions

Bloomberg BNA Occupational Safety & Health Daily

April 2, 2015

NLRB General Counsel Issues Report Concerning Legality of Common Employer Rules

Littler ASAP

March 25, 2015

NLRB General Counsel Report Addresses Employee Handbooks, Work Rules

XpertHR

March 25, 2015

NLRB General Counsel Issues Report Concerning Legality of Common Employer Rules

Littler ASAP

March 19, 2015

Nurses Union Files Bad Faith Bargaining Charges and Initiates Picketing

Littler ASAP

August 24, 2011

The DC Circuit Rejects Board Ruling That Hospital's Lawful Conduct Established Discrimination

Littler ASAP

July 15, 2011

The DC Circuit Rejects Board Ruling That Hospital's Lawful Conduct Established Discrimination

Littler ASAP

July 15, 2011

Massachusetts Hospital and Nurses Union Establish Defined-Benefit Pension Plan

Littler ASAP

November 19, 2010

NUHW Establishes Web Site in Kaiser Campaign

Littler ASAP

September 22, 2010

Kaiser Workers to Begin Mail Ballot Election

Littler ASAP

September 8, 2010

Unions Extend Their Push For Minimum Nurse-Patient Ratios, Threaten Strikes in California and Minnesota

Littler ASAP

June 10, 2010

Battle Between SEIU and NUHW Moves into Court

Littler ASAP

March 30, 2010

Events & Speaking Engagements

Handbook Hardball: Responding to the NLRB's Strict New Standard on Workplace Rules and Its Weaponization of Section 7

Littler Executive Employer Conference, Phoenix, AZ

May 9, 2024

2023 Arizona Regional Employer Conference

Phoenix, AZ

November 1, 2023

2022 Arizona Regional Employer Conference

Phoenix, AZ

October 13, 2022

2021 Arizona Virtual Regional Employer Conference

Phoenix, AZ

October 12, 2021

The Impacts of the 2020 Election: What to Expect from the NLRB Under a Biden Administration

2021 Arizona SHRM Virtual Employment Law & Legislative Conference

February 26, 2021

The Impacts of the 2020 Election: What to Expect from the NLRB Under a Biden Administration

Phoenix, AZ

January 27, 2021

Arizona Virtual Employer

October 20, 2020

Healthcare Roundtable

Littler Executive Employer, Phoenix, AZ

May 2, 2018

The New National Labor Relations Board: Changes, Observations and Current Issues

February 9, 2018

What Can We Expect From The New NLRB: Is The “Snap-Back” From Expansive Obama Era Policies Here?

2017 Littler Arizona Employer Conference

October 17, 2017

The Ambush Election: One Year In

Littler Arizona Employer Conference, Phoenix, AZ

October 25, 2016

Public Sector Employment Law Update

Phoenix, AZ

July 27, 2016

Hot Topics in Employment and Labor Law

Phoenix, AZ

August 13, 2015

"Ambush" Elections Have Arrived: Are You Ready?

April 10, 2015

Hot Topics in Employment and Labor Law

Phoenix, AZ

August 15, 2013

Hot Topics in Employment and Labor Law

Phoenix, AZ

August 14, 2013

Hot Topics in Employment and Labor Law

Phoenix, AZ

August 13, 2013

4th Annual Public Sector Employment Law Update

Phoenix, AZ

February 14, 2013

Tribal Enterprise Operations: National Labor Relations Board (NLRB) Jurisdiction

Las Vegas, NV

October 19, 2012

3rd Annual Public Sector Employment Law Update

Phoenix, AZ

May 23, 2012

The NLRB and DOL Try to Breathe New Life Into Union Organizing and Regulation of Employee Conduct

Littler Mendelson, Scottsdale, AZ

May 10, 2012

Managing Employee Leaves of Absence and Requests for Intermittent Leave

Phoenix, AZ

February 8, 2012

Change Is Here! What Does the NLRB Have in Store for Your Business?

Phoenix, AZ

October 20, 2011

Change Is Here! What Does the NLRB Have in Store for Your Business?

Phoenix, AZ

October 19, 2011

Change Is Here! What Does the NLRB Have in Store for Your Business?

Phoenix, AZ

October 18, 2011

The ADAAA Final Regulations

Phoenix, AZ

May 4, 2011

2nd Annual Public Sector Employment Law Update

Phoenix, AZ

February 17, 2011

Employment Law Update

Phoenix, AZ

September 30, 2010

2010 Public Sector Employment Law Update

Phoenix, AZ

March 19, 2010

What Arizona Employers Need to Know About Labor Law Issues Permeating the Workplace

Phoenix, AZ

February 3, 2010

Who Says That Social Networking Is Just for Kids?

Phoenix, AZ

December 10, 2009

Best Practices for Downsizing and Preparing for the Employee Free Choice Act

Phoenix, AZ

April 15, 2009