



Michael S. Moschel

Shareholder

333 Commerce Street
Suite 1450
Nashville, TN 37201
main: +1 (615) 383-3033
direct: (615) 514-4124
fax: +1 (615) 383-3323
mmoschel@littler.com



Practice Areas

Labor Management Relations
Government Contracting
Healthcare
Higher Education

Overview

Recognized for his results-driven counsel, Michael Moschel zealously advances the business interests of national and regional employers. His providential legal advice meshes seamlessly with the goals of clients – signifying his immersion in their partnership and a keen understanding of their operations.

Michael brings notable on-the-ground experience to his traditional labor work, with distinctive strength in the healthcare and federal contracting industries. He negotiates significant labor contracts and represents employers before the National Labor Relations Board (NLRB) and the Department of Labor (DOL). He regularly advises clients regarding compliance with the National Labor Relations Act (NLRA) and federal government contractor labor laws, regulations and executive orders, including obligations under the McNamara-O'Hara Service Contract Act (SCA) and the Davis-Bacon Act.

Michael has achieved the following for his clients:

- Favorably resolved contentious SCA claims brought by a union against a large defense contractor – saving the client and U.S. taxpayers millions of dollars
- Negotiated a five-year labor contract on behalf of a large teaching hospital
- Secured an appellate court victory for a private university in a class action claim under the Worker Adjustment and Retraining Notification Act
- Advised a national nursing-home chain in the acquisition of multiple properties and followed up with strategic advice on union negotiations

- Successfully represented a large aerospace contractor in a federal lawsuit brought by a union against the contractor and NASA under Section 301 of the NLRA and the SCA

Michael excels at assisting employers in the management of people in the workplace, garnering accolades from peers and clients. He advises and litigates in a wide range of employment law, including restrictive covenants agreements, wage and hour compliance, discipline and discharge, reductions in force, discrimination and civil rights, sexual harassment, misclassification of employees as independent contractors and I-9 compliance.

Professional and Community Affiliations

- Member, Labor and Employment Law Section, American Bar Association
- Member, American Health Lawyers Association
- Member, Labor Advisory Council, National Federation of Independent Business
- Member, Board of Trustees, General Counsel, Harding Academy
- Board Member, Leah Rose Residence for Senior Citizens

Recognition

- Named, The Best Lawyers in America®, Employment Law: Management; Labor Law: Management; Litigation: Labor and Employment, 2011-2025
- Named, America's Leading Lawyers for Labor and Employment, Labor and Employment Law, *Chambers USA*, 2011-2018
- Named, 2016, *BTI Client Service All-Stars*
- Named, Best of the Bar, *Nashville Business Journal*, 2011-2012
- Named, Top Labor & Employment Law Attorneys, *HR Professionals Magazine*, 2013

Education

J.D., Vanderbilt University Law School, 1994

B.A., University of Rochester, 1991, *cum laude*

Bar Admissions

Tennessee

New York

Courts

U.S. Supreme Court

U.S. Court of Appeals, 1st Circuit

U.S. Court of Appeals, 2nd Circuit

U.S. Court of Appeals, 4th Circuit

U.S. Court of Appeals, 6th Circuit

U.S. Court of Appeals, 11th Circuit

U.S. District Court, Eastern District of Tennessee

U.S. District Court, Middle District of Tennessee
U.S. District Court, Western District of Tennessee
Tennessee Supreme Court

Publications & Press

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

Press Release

August 19, 2021

NLRB Rescinds Proposed Rule Clarifying Status of Private University and College Students Working in Connection with their Studies

Littler ASAP

March 16, 2021

NLRB Drops its “Subgroup Majority Status” Test to Determine Whether Faculty are Exempt Managerial Employees

Littler ASAP

February 24, 2021

Employers look to encourage, not mandate, COVID-19 vaccine

Nashville Post

February 12, 2021

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

Press Release

August 20, 2020

NLRB Reverses Course, Holds it has no Jurisdiction over Faculty at Religious Institutions of Higher Education

Littler ASAP

June 15, 2020

NLRB Issues Proposed Rule to Clarify Status of Private University and College Students Working in Connection with Their Studies

Littler ASAP

September 23, 2019

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

Press Release

August 15, 2019

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

Press Release

August 15, 2018

Littler Appoints Higher Education Industry Group Co-Chairs

Press Release

June 11, 2018

Littler Ranked in 2018 Chambers USA Guide

Press Release

May 15, 2018

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

Littler's Nashville Office Grows with Notable Shareholder Arrival

Press Release

January 3, 2017

Events & Speaking Engagements

Navigating the 2025 Labor Landscape: Key Trends and Changes for Tennessee Employers

April 10, 2025

2024 Legislative Update for Tennessee Employers

June 20, 2024

Lions, Tigers, and Strikes: The New Collective Bargaining

Littler Executive Employer Conference, Phoenix, AZ

May 8, 2024

Hot Topics in Labor Law

February 21, 2024

New Theories, New Tactics: Managing Business Risk Under the NLRA

Littler Executive Employer Conference, Phoenix, AZ

May 11, 2023

2020 Year in Review and What to Expect in 2021 in Tennessee

February 18, 2021

Human Resources Horror Stories

Nashville, TN

October 31, 2019

From Harvey Weinstein to [Insert Name Here]: Preventing Sexual Harassment in the Workplace and What to Do When Claims are Made

Nashville, TN

January 25, 2018

Preparing Your Workplace for 2017's Impending Legal Challenges

Nashville, TN

February 16, 2017