

## **Rod Tanner**

### **Current Employment**

Managing Shareholder  
Tanner and Associates, P.C.  
Fort Worth, Texas

### **Practice Areas**

Civil Trials and Appeals in Federal and State Courts  
Labor and Employment Law  
Class and Collective Actions

### **Education**

B.A. with Honors, English Literature, The University of Texas at Austin (1973)  
J.D., The University of Texas School of Law (1976)

### **Certification/Specialty**

Board Certified Labor and Employment Law, Texas Board of Legal Specialization  
(1990-2016)

### **Bar Admissions**

State Bar of Texas (1976)  
United States Supreme Court (2005)  
Fifth U.S. Circuit Court of Appeals (1981)  
Tenth U.S. Circuit Court of Appeals (1995)  
U.S. District Court, Western District of Texas (1980)  
U.S. District Court, Northern District of Texas (1981)  
U.S. District Court, Eastern District of Texas (1995)  
U.S. District Court, Southern District of Texas (1998)

### **Honors and Awards**

Fellow, The College of Labor and Employment Lawyers (2006-2016)  
Fellow, American Bar Foundation  
Fellow, Texas Bar Foundation  
Appears in THE BEST LAWYERS IN AMERICA (Woodward White 1996-2016)  
Named *Texas Super Lawyer* by Thompson Reuters (2003-2016)  
Recognized as one of Texas's Top 16 Labor and Employment Attorneys  
By *Texas Lawyer* (Feb. 2001)

Recognized as best labor and employment attorney in Tarrant County, Texas  
*Fort Worth Business Press* (May 2001)

### **Professional Associations and Memberships**

Co-Chair, National Employment Lawyers Association Labor Law Practice Group  
(2005-2016)  
Past Chair, State Bar of Texas Labor and Employment Law Section (1995-1996)  
Founding Member/Past Director, Texas Employment Lawyers Association  
Past Director, AFL-CIO Lawyers Coordinating Committee  
Member, American Bar Association (Labor and Employment Law Section)  
Past Chair, Tarrant County Bar Association Labor and Employment Law Section  
(1998-1999)  
Member, Dallas County Bar Association (Labor and Employment Law Section)

### **Publications and Presentations**

Contributing Author, TEXAS EMPLOYMENT LAW (James Publishing, Inc. 2016)  
Chapter 18 – *Procedures and Remedies Under Texas Commission on Human Rights Act*  
Chapter 24 – *Discrimination Based on National Origin, Religion and Other Grounds*

Co-Author/Speaker, *Strikes and Lockouts and Practical Bargaining Tips*  
The Center for American and International Law 54<sup>th</sup> Annual Course on Labor Law and  
Labor Arbitration

Co-Author/Speaker – *Recent Developments Under National Labor Relations Act*  
The University of Texas School of Law 23rd Annual Labor and Employment Law  
Conference (2016)

Author/Speaker – *Recent Developments in Whistleblower Retaliation Law*  
Texas Employment Lawyers Association Annual Conference (Fall 2015)

Co-Author/Speaker – *Recent Developments Under National Labor Relations Act*  
The University of Texas School of Law 22<sup>nd</sup> Annual Labor and Employment Law  
Conference (2015)

Co-Author, Speaker – *Service Contract Act: An Overview, Section 4(c), and Federal  
Enclaves*  
34<sup>th</sup> Annual AFL-CIO Lawyers Coordinating Committee Conference (2015)

Author/Speaker – *Tips for Litigating before Administrative Law Judges of EEOC and NLRB*  
Texas Employment Lawyers Association Conference (Spring 2015)

Author/Moderator – *Recent Developments Under National Labor Relations Act*  
The University of Texas School of Law 21st Annual Labor and Employment Law

Conference (2013)

Co-Author/Speaker – *The NLRB: Back in Business in a Big Way*  
State Bar of Texas Advanced Employment Law Course (2014)

Author/Speaker – *Not Your Grandfather's NLRA: A New Era of Enforcement by the NLRB*  
The University of Texas School of Law 20<sup>th</sup> Annual Labor and Employment Law  
Conference (2013)

Co-Author/Speaker – *Social Media: Trap for Employees or Employer?*  
State Bar of Texas Advanced Employment Law Course (2013)

Author, *Social Media and the National Labor Relations Act*  
Texas Employment Lawyers Association Annual Conference (2012)

Co-Author – *Social Media and Protected Concerted Activity Under the NLRA*  
AFL-CIO Lawyers Coordinating Committee Bulletin (2011)

Author/Speaker – *Employment Law Developments in the Age of Facebook*  
Tarrant County Bar Association All-Star CLE Conference (2011)

Author/Speaker – *National Labor Relations Act in the Age of Facebook*  
The University of Texas School of Law Eighteenth Annual Labor and Employment Law  
Conference (2011)

Author/Speaker – *Interstate Battles Over Covenants Not to Compete/Injunctive Relief*  
State Bar of Texas Advanced Labor and Employment Law Course (2011)

Author/Speaker – *Mandatory Arbitration of Statutory Employment Discrimination Claims  
Under Collective Bargaining Agreements*  
AFL-CIO Lawyers Coordinating Committee Regional Conference (2010)

Co-Author/Speaker – *Pleading, Proving and Collecting Damages in Employment Cases*  
The University of Texas School of Law Seventeenth Annual Labor and Employment Law  
Conference (2010)

Author/Speaker – *The Employee Free Choice Act: A Brave New World*  
The University of Texas School of Law Sixteenth Annual Labor and Employment Law  
Conference (2009)

Co-Author/Speaker – *Legislative Developments -- ADA Amendments Act, Employee Free  
Choice Act, Lilly Ledbetter Fair Pay Act, Paycheck Fairness Act*  
Tarrant County Bar Association (2009)

Author/Speaker – *Recent Developments Under the National Labor Relations Act*

State Bar of Texas Advanced Labor and Employment Law Course (2009)

Author/Speaker – *Religious Discrimination in the Workplace*  
Texas Employment Lawyers Association Annual Conference (2008)

Author – *Religion in the Workplace*  
State Bar of Texas Employment Law Update (2008)

Author/Speaker – *Religious Discrimination Law*  
The University of Texas School of Law Fifteenth Annual Labor and Employment Law Conference (2008)

Author/Speaker – *Recent Developments Under the National Labor Relations Act*  
State Bar of Texas Advanced Employment Law Course (2008)

Author/Speaker – *Protected Concerted Activity in Non Union Workplaces*  
National Employment Lawyers Association Annual Conference (2007)

Author/Speaker – *Recent Developments Under the National Labor Relations Act*  
The University of Texas School of Law Fourteenth Annual Labor and Employment Law Conference (2007)

Faculty Member – *Labor Arbitration*  
The Center for American and International Law/Annual Labor Law and Labor Arbitration Short Course (2007)

Moderator, *Cross-Examination: Tips and Traps*  
Tarrant County Bar Association Third Annual Trial Practice Series: Masters at Work (2007)

Speaker – *Proving/Defending a Discrimination Case/Retaliation and the New Landscape After White v. Burlington Northern*  
State Bar of Texas Labor and Employment Law Section Webcast (2007)

Author – *Recent Developments in Religious Discrimination Law*  
State Bar of Texas Advanced Employment Law Course (2007)

Author/Speaker – *Religious Discrimination Law*  
Texas Employment Lawyers Association Annual Employment Law Conference (2006)

Author – *Application of National Labor Relations Act to Non Union Workplaces*  
The Employee Advocate (Spring/Summer 2006)

Author/Speaker – *Developments in Religious Discrimination Law*

National Employment Lawyers Association Annual Conference (2006)

Moderator – *Union Organizing Activities in Texas: 2005 and 2006 Developments*  
The University of Texas School of Law Thirteenth Annual Labor and Employment Law  
Conference (2006)

Author/Speaker – *Non Competition Agreements*  
Tarrant County Bar Association Bench Bar Conference (2006)

Conference Chair, *Employment Law Update*, Tarrant County Bar Association (2006)

Author – *Non Traditional Labor Law*  
State Bar of Texas Advanced Labor and Employment Law Course (2006)

Author/Speaker – *Recent Developments Under National Labor Relations Act*  
State Bar of Texas Labor and Employment Law Section (2005)

Author/Speaker – *Recent First Amendment Developments in Employment Cases*  
Texas Employment Lawyers Association Annual Employment Law Conference (2005)

Chair, Planning Committee – The University of Texas School of Law Twelfth Annual Labor  
and Employment Law Conference (2005)

Author/Speaker – *Brave New World of Employment Discrimination Law After Desert Palace*  
Tarrant County Bar Association (2005)

Author – *To § 9(B) Or Not § 9(B)*, Texas Lawyer (2005)

Speaker -- *A Trial Practicum: Charge Conferences*  
Tarrant County Bar Association (2005)

Co-Author – *Discovery Tactics in Employment Cases*  
Texas Employment Lawyers Association Annual Employment Law Conference (2004)

Author/Speaker – *Texas Commission on Human Rights Act: Procedures and Remedies*  
State Bar of Texas Legal Assistants Division (2004)

Author – *Employees May Sue for Constructive Discharge Under Title VII*  
Tarrant County Bar Association Bulletin (2004)

Author/Speaker – *Constructive Discharge*  
The University of Texas Law School Annual Labor and Employment Law Conference  
(2004)

Speaker – *Economic Activity Under National Labor Relations Act*  
American Bar Association Regional Institute (2003)

Author/Speaker – *Texas Employment Tort Law Developments*  
Texas Employment Lawyers Association Annual Employment Law Conference (2003)

Author/Speaker – *State Employment Tort Law Developments*  
The University of Texas Law School Annual Labor and Employment Law Conference  
(2003)

Author/Speaker – *Recent Developments Under National Labor Relations Act*  
State Bar of Texas Labor and Employment Law Section Annual Update (2003)

Author/Speaker – *State Tort Law Update*  
Tarrant County Bar Association Seminar (2003)

Author/Speaker – *State Employment Tort Law Update*  
National Employment Lawyers Association/Dallas Chapter Annual Seminar (2003)

Author/Speaker – *Selected Post Sturgis Developments Under National Labor Relations Act*  
AFL-CIO Lawyers Coordinating Committee Southern Regional Conference (2002)

Speaker – Mock Trial of Non Competition/Confidentiality Agreement Case  
State Bar of Texas Labor and Employment Law Section Seminar (2002)

Author/Speaker – *State Tort Law Update*  
The University of Texas Law School Labor and Employment Law Conference (2002)

Author/Speaker – *Fair Labor Standards Act Update*  
State Bar of Texas Labor and Employment Law Section Annual Update (2002)

Author/Speaker – *Discipline and Privacy in The Workplace in An Electronic Age*  
National Academy of Arbitrators/Industrial Relations Research Association – North  
Texas Chapter Annual Labor-Management Conference (2002)

Author/Speaker – *Selected Federal Labor Law Issues*  
Northern District of Texas/ABA Federal Law Clerks Training Conference (2001)

Author – *Recent Developments In Employment Class Actions*  
National Employment Lawyers Association/Dallas Chapter Annual Seminar (2001)

Author/Speaker – *Recent NLRA Developments Affecting Nonunion and Unionized  
Employers*  
The University of Texas School of Law Annual Labor and Employment Law Conference  
(2001)

- Co-Author/Speaker – *Recent Developments in Employment Law*  
Baylor University School of Law General Practice Institute (2001)
- Author/Speaker – *Taking the Deposition of Key Witnesses*  
State Bar of Texas Advanced Labor and Employment Law Course (1999)
- Author/Speaker – *Remedies in Employment Cases*  
The University of Texas Law School Annual Labor and Employment Law Conference  
(1999)
- Author/Speaker – *Federal and State Case Law Update*  
National Employment Lawyers Association/San Antonio Chapter Annual Seminar (1999)
- Author/Speaker – *Ghettos in the Workplace: Race and Gender Segregation*  
The University of Texas Law School Annual Labor and Employment Law Conference  
(1998)
- Author/Speaker – *NLRA at the Millennium: Selected Issues*  
Tarrant County Bar Association Annual Labor and Employment Law Update (1998)
- Author/Speaker – *Dealing with Rambo Litigators*  
National Employment Lawyers Association/Dallas-Fort Worth Chapter (1997)
- Author/Speaker – *Sexual Harassment in the Workplace*  
Fort Worth Paralegal Association (1997)
- Author – *Anatomy of a Strike*, Texas Lawyer (1997)
- Course Director – State Bar of Texas Advanced Labor and Employment Law Course (1996)
- Author/Speaker – *Electromotion and Beyond: Employee Participation Programs Under the  
National Labor Relations Act*  
The University of Texas Law School Annual Labor and Employment Law Conference  
(1994)
- Author/Speaker – *An Overview of the ADA: An Introduction and Legislative Background*  
South Texas College of Law, Americans with Disabilities Act Seminar (1992)
- Author – *The Judge, the Philosopher and the Personal Privacy Exemption of the Freedom of  
Information Act*, Tarlton Law Library Legal Bibliography Series (1976)