



Peter D. Guattery

PARTNER

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BIOGRAPHY

Mr. Guattery represents public and private employers, both for profit and nonprofit, in all aspects of their employment relationship. He has successfully represented employers against discrimination and other employment-related claims before federal, state and local FEP agencies, and in state and federal courts and respective courts of appeal throughout the mid-Atlantic region. In addition, he has extensive experience in representing U.S. and foreign corporations and individuals in immigration related matters, including ICE audits and enforcement proceedings, NAFTA, international inter-company transferees, treating trader/investors, national interest waivers, immigration compliance and other aspects relating to the employment of foreign nationals.

RECOGNITIONS

- AV Peer Review Rated: Martindale-Hubbell
- Recognized in *America's Leading Lawyers*, published by Chambers and Partners: 2005 - present
- Listed in Best Lawyers in America: 2012 - present
- Listed in Maryland *Super Lawyers*: 2008 - present

PRACTICES & INDUSTRIES

Labor & Employment

EEO/Discrimination Claim Representation

Immigration/Employment of Foreign Nationals

Labor and Employment Litigation

Labor and Employment Matters

Employment Tort Claims and Related Litigation

International

Nonprofit Organizations and Associations

EDUCATION

University of Pennsylvania, 1987, J.D.

Johns Hopkins University, 1984, B.A.

MEMBERSHIPS & ACTIVITIES

- Member: Maryland State Bar Association, Labor Section Council Member (1995 to present)
 - Member: American Bar Association, Labor Law Section
 - Chair: Labor & Employment Law Section, Maryland State Bar Association
 - Member: American Immigration Lawyers Association
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ADMISSIONS

District of Columbia
Maryland

LABOR & EMPLOYMENT

- Obtained Summary Judgment for employer in case of first impression under the Motor Carrier Act exemption to the FLSA, *Gonzalez v. NETTTS*, 932 F.Supp. 697 (D.Md 1996)
- Successfully represented public and private employers against discrimination and employment-related claims before federal, state and local FEP agencies, and at trial (both jury and nonjury) in state and federal courts and respective courts of appeal throughout the mid-Atlantic region
- Extensive experience in counseling and assisting clients in the hiring of foreign nationals and developing strategies for meeting business goals
- Advice and counsel on compliance with applicable laws, avoiding costly litigation, and, when necessary, defending against individual and/or governmental challenges to employment policies and procedures

INTERNATIONAL

- Extensive experience in representing U.S. and foreign corporations and individuals in immigration related matters, including NAFTA, international inter-company transferees, treating trader/investors, national interest waivers, immigration compliance and other aspects relating to the hiring of foreign nationals
 - Chair, Pangea.Net, an international network of law firms
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PRESENTATIONS & PUBLICATIONS

Publications: *If It Feels Like Harassment, It Probably Is*, Legal Times, Vol. XIV, No. 21, October 14, 1991; *Sexual Harassment: Hostile Environment Claims*, Maryland Bar Journal, Vol. 25, No. 4, July/August, 1992; *Enforcing Diversity: Handling Harassment Claims*, The Business Monthly, September, 1998; *New Technologies, New Liabilities - Employment Law in the Information Age*, Maryland Bar Journal, Vol. 33, No. 3, May/June 2000; *Limits and License in Rule 35 Examinations*, Maryland Bar Journal, Vol. 35, No. 1, Jan./Feb. 2002; *Turn and Face the Strain - New PERM Regulations*, Maryland Bar Journal, Vol. 38, No. 6, Nov./ Dec. 2005