



Kevin C. McCormick

PARTNER

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BIOGRAPHY

Mr. McCormick provides advice and counsel to public and private employers on all phases of the employment relationship to ensure compliance with applicable laws, avoid costly litigation, and, when necessary, successfully defend against individual and governmental challenges to policies and procedures.

His practice areas include EEO/Discrimination claim representation, employment claim prevention strategies, employment torts, executive compensation, government sector employment, Human Resource management advice, labor relations, non-compete agreements, occupational safety, wage and hour issues, workers' comp, and more.

Prior to joining the firm, Mr. McCormick served as trial attorney with the U.S. Department of Labor. He 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 Mid-Atlantic region.

Recognitions

PRACTICES & INDUSTRIES

EEO/Discrimination Claim Representation

Labor & Employment

Employment Claim Prevention Strategies

Employment Tort Claims and Related Litigation

Labor and Employment Litigation

EDUCATION

Georgetown University, 1984,
LL.M., Labor

William and Mary Law School,
1979, J.D.

University of Notre Dame, 1976,
B.A., with high honors

ADMISSIONS

Virginia

Maryland

New York

- Listed in *Chambers USA*, 2012-2018
- Listed in *Maryland Super Lawyers*, 2006-present

Memberships & Activities

- Member: *Employers Counsel Network*, 2003 - present
 - Board Member and President: *Meals on Wheels of Central Maryland* (1998 - 2012)
 - Chairman: *Board Nominating Committee* (2000 - 2012)
 - Member: *Personnel Committee* (1997 - 2012)
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PRESENTATIONS & PUBLICATIONS

Editor: *Maryland Employment Law Letter*, Published by BLR (2002-Present)

Presenter: *NLRB Update on Joint Employment Standards*, National Webinar
Sponsored by BLR (May 2, 2018)

Presenter: *Maryland's Healthy Working Families Act*, National Webinar
Sponsored by BLR (April 5, 2018)

Presenter: *Ideological Shift in Labor & Employment Oversight under Trump Administration*, AEIS Program, Las Vegas, NV (November 16, 2017)

Presenter: *A Day Without Walkouts: How to Maintain Productivity and Avoid NLRA or Discrimination Claims when Employees Walk Off the Job*, National Webinar Sponsored by BLR (March 1 & April 21, 2017)

Contributing Editor: *50 Employment Laws in 50 States* (2007-2017)

Speaker: *Advanced Employment Issues Symposium* (2003 - 2017)

Author: "NLRB offers guidance on electronic signatures in representation cases," *Maryland Employment Law Letter* (November 2015) and "Technology for HR Blog" (February 3, 2016)

Author: "4th Circuit Adopts New Standard for Joint-Employer Liability," *Maryland Employment Law Letter* (August 2015) and *HR.BLR.com* (September 24, 2015)

Author: "D.C. Circuit Upholds Ban on Objectionable Garb in the Workplace," *Maryland Employment Law Letter* (August 2015) and *HR.BLR.com* (September

18, 2015)

Author: "Sick, Safe Leave Law to Take Effect in Montgomery County, Maryland," Human Resources News (September 16, 2015)

Author: "Maryland Intern Protection Law Takes Effect October 1," Human Resources News (September 15, 2015)

Quoted: "NLRB Dismisses Petition to Unionize Northwestern Football Players," Human Resources News (August 17, 2015)

Author: "FLSA: When are Waiting Time and Travel Time Considered Work Time?," Maryland Employment Law Letter (April 2015) and HR.BLR.com (May 27, 2015)

Quoted: "Worried About 'Quickie Election' Rule? Attorneys urge supervisor training," HR Hero Line (April 29, 2015)

Author: "4th Circuit Drop-Kicks Criminal Background Case," Maryland Employment Law Letter (March 2015) and HR.BLR.com (April 27, 2015)

Author: "4th Circuit's Decision Underscores Importance of Posting Employment Notice," Maryland Employment Law Letter (January 2015) and HR.BLR.com (February 23, 2015)

Author: "Employment Contracts in Maryland: Court Limits Damages to Notice Provision," Maryland Employment Law Letter (January 2015) and HR.BLR.com (February 20, 2015)

Author: "Employee's Race Discrimination Lawsuit Jeopardized by Past Bankruptcy Claim," Maryland Employment Law Letter (December 2014) and HR.BLR.com (February 11, 2015)

Author: "EEOC Issues Updated Enforcement Guidance on Pregnancy Discrimination," Maryland Employment Law Letter (August 2014) and Diversity Insight (August 17, 2014)

Author: "No Paydirt Yet: Northwestern Players Have Ground to Cover Before Unionization," HR Hero Line (March 28, 2014)

Contributing Editor: *HR Guide to Employment Law* (2009)

Speaker: *Maryland Healthcare Human Resources Association*

Speaker: *Chesapeake Human Resources Association*

Author: "Labor and Organizing," *HR Guide to Employment Law: A Practical*

Compliance Reference

Authored numerous articles for professional publications regarding various labor and employment matters and has made presentations at various professional and management seminars in Baltimore and Washington, D.C.