GSHRM 2020 HR & Management Conference Speaker Bio

Tae Phillips, JD
Ogletree Deakins

Tae Phillips of Ogletree Deakins focuses his practice on assisting clients with the many labor and employment challenges they face on a daily basis. He has been recognized by his peers by receiving an "AV Preeminent" rating by Martindale-Hubbell and being selected as a "Rising Star" by Alabama and Mid-South *Super Lawyers* and the *Birmingham Business Journal*.

Aside from producing positive results, Tae maintains a client-centric approach to his practice and strives to provide exceptional and responsive client service. His primary goal in representing clients is to provide them with collaborative, efficient, and business-centered solutions to workplace disputes and issues.

A significant portion of Tae's practice consists of employment litigation, and he regularly defends clients before federal and state courts and administrative agencies involving all types of employment claims, including collective action wage & hour cases. He also assists employers in traditional labor matters such as Union avoidance, election campaigns, collective bargaining, and labor arbitrations.

Tae is heavily involved in the firm's Drug Testing Practice Group, where he advises clients on all aspects of drug and alcohol testing. Tae is also a national expert on marijuana issues in the workplace, and regularly assists clients across the country in handling issues involving medical and recreational marijuana. He also advises clients on disputes involving disability access under Title III of the Americans with Disabilities Act and non-compete agreements.

Prior to joining Ogletree, Tae practiced general civil litigation in Mobile, Alabama. He graduated *cum laude* from the University of Montevallo in 2006, and from the University of Alabama School of Law in 2009 where he served on the *Alabama Law Review*.

Tae is an active member of the American, National Asian-Pacific, and Birmingham Bar Associations. He is also a frequent speaker to groups across the country on a variety of labor and

employment topics. Outside of work, Tae is proud to volunteer with the Make-A-Wish Foundation and serve on the Junior Board of Directors for the University of Montevallo and Hands On Birmingham. He enjoys the Chicago Cubs, University of Alabama athletics, golf, and traveling.

Find out more at ogletree.com.