

## Charles H. Morgan

Partner

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Charlie Morgan represents companies in employment, occupational safety and health, and traditional labor matters. He defends manufacturers, restaurants, retailers, and mining companies in jury trials and administrative proceedings across the U.S. in all disputes and investigations regarding their workers. Charlie focuses on understanding his client's business, delivering a rapid response to any problem, and keeping clients informed to limit risks going forward.

### **Representative Experience**

- Obtained a defense verdict in Title VII sexual harassment and retaliatory discharge case tried before a jury in the U.S. District Court for the Middle District of Georgia in the first post-COVID-19 civil jury trial in all Georgia federal courts.
- Obtained a victory in a union election against the IATSE Stage Workers union and victory in subsequent ballot challenges.
- Defended nationwide occupational safety and health investigations and citations by Federal OSHA and State OSHA plans.
- Obtained victory for the client in a Title III American with Disabilities Act claim before Federal district court and Fifth Circuit Court of Appeals in the definition of "public accommodation" under the ADA.
- Lead counsel in the representation of Imperial Sugar Company in the aftermath of a major explosion of a sugar refinery resulting in 14 fatalities; representation in investigations by the Occupational Safety and Health Administration, U.S. Chemical Safety Board, and Bureau of Alcohol, Tobacco and Firearms.

### **Publications & Presentations**

#### **Publications**

- "Questions We Hope OSHA Will Answer in Its Vaccine Mandate Rule," *Bloomberg Law*, October 15, 2021.
- "What's Included in a Drug-Free Workplace Policy?" *Human Resource Executive*, July 16, 2018.

### **Professional & Community Engagement**

- Court of Appeals of Georgia
- Supreme Court of Georgia
- U.S. Courts of Appeals for the Fifth, Ninth, and Eleventh Circuit
- U.S. District Courts for the Northern District of California, the District of Colorado, and the Northern and Middle Districts of Georgia

### **Education**

- Vanderbilt University (J.D., 1988)

- Emory University (B.A., 1985)

### *Admitted to Practice*

- Georgia
- U.S. Supreme Court

### *Related Services*

Litigation | Labor & Employment | Food & Beverage | Industrials & Manufacturing