



PETER N. FARLEY

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With significant experience in employment, benefits, and business and commercial litigation, Peter's practice encompasses a diverse litigation background representing clients in many different matters.

Over the course of his career, Peter has represented companies in federal and state courts and agencies, as well as handling litigation before the Consumer Product Safety Commission and the California Attorney General's Office. He handles single-plaintiff, class-action and collective action litigation; wage and hour audits; internal investigations; and employment advice and training. Specifically, he represents clients on benefits litigation, employment compliance and litigation, employment discrimination claims, restrictive covenants, business torts, unfair competition, and employment agreements, including negotiating senior executive employment contracts, severance agreements and buyouts.

In addition to his labor and employment matters, Peter has represented clients in general corporate and commercial transactions. He has extensive experience negotiating and managing contract manufacturing deals, financings, complex licensing, information technology, outsourcing, and supplier agreements.

Prior to joining McGuireWoods, Peter was a partner in an international law firm, where he focused on labor and employment law and litigation, commercial litigation, and general corporate business matters. Before that, he managed and supervised all legal work for a large carpet and fiber manufacturer.

EXPERIENCE

- Represented major manufacturer in race, age, sex, harassment, and retaliation litigation in jurisdictions across the United States.

- Represented international company to enforce restrictive covenants against former shareholders.
- Represented national company in wage and hour class and collective action involving off the clock claims.
- Lead counsel in ERISA litigation for manufacturer involving unique fiduciary and preemption claims and issues.
- Lead counsel on over ten appeals in federal and state courts.

PRACTICES

Labor & Employment

Commercial Litigation

Corporate

Corporate Governance

ERISA Litigation

INDUSTRIES

Transportation

EDUCATION

- North Carolina State University, BA
- University of Notre Dame Law School, JD, Executive Articles Editor, *Journal of Legislation*

ADMISSIONS

- Georgia
- Virginia

AFFILIATIONS

Board Member, Metro Atlanta March of Dimes

Volunteer Attorney, Atlanta Volunteer Lawyers Foundation

Volunteer Attorney, Pro Bono Partnership of Atlanta

Volunteer, Woodruff Arts Center Corporate Campaign 2014, 2015

RECOGNITION

Named to "Georgia Super Lawyers," Employment and Labor, Business Litigation, Class Action/Mass Torts, Thomson Reuters, 2013-2019

EVENTS

- Speaker, Paid Leave Under the Families First Coronavirus Response Act: Key Concepts, Takeaways and Surprises in the New DOL Regulations, April 7, 2020
- Speaker, COVID-19 Employment Webinar Series: Legal Guardrails, Guides and Developments, March 24 and March 27, 2020
- Speaker, McGuireWoods Independent Sponsor Weekly Virtual Forum, Thursday, March 26, 2020

INSIGHTS

- Author, CARES Act Changes to the Families First Coronavirus Response Act, *McGuireWoods Legal Insights*, March 27, 2020
- Author, New York State Extends Paid Leave Benefits to Quarantined and Isolated Employees, *McGuireWoods Legal Insights*, March 25, 2020
- Author, New York Mandates Closure of "Non-Essential Businesses" to Slow COVID-19 Spread, *McGuireWoods Legal Insights*, March 23, 2020
- Author, Illinois Governor Issues "Stay at Home" Order to Combat COVID-19 Spread, *McGuireWoods Legal Insights*, March 23, 2020
- Author, Due to COVID-19, Most Pennsylvania Businesses Ordered to Cease Operations, *McGuireWoods Legal Insights*, March 20, 2020
- Author, Essentials of the Families First Coronavirus Response Act, *McGuireWoods Legal Insights*, March 20, 2020

- Author, Healthcare Private Equity Responses to COVID-19: Nine Things to Consider as the Pandemic Worsens, *McGuireWoods Legal Insights*, March 19, 2020
 - Author, What Employers Need to Know About the Families First Coronavirus Response Act, *McGuireWoods Legal Insights*, March 18, 2020
 - Author, Restricting Third-Party Access to Premises Due to COVID-19, *McGuireWoods Legal Insights*, March 17, 2020
 - Author, OSHA Issues New COVID-19 Preparedness Guidance for Employers, *McGuireWoods Legal Insights*, March 12, 2020
 - Author, Considerations for Employers Addressing the COVID-19 Outbreak, *McGuireWoods Legal Insights*, March 6, 2020
 - Author, EEOC Publishes Proposed Rule on How the ADA Applies to Employer Wellness Programs, *McGuireWoods Legal Insights*, April 23, 2015
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