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Charles F. Walters

Washington D.C. Office
(202) 828-5371
cwalters@dc.seyfarth.com

Area of Practice

Labor and Employment Law

Experience

Mr. Walters is an associate representing employers in traditional labor relations matters, including representation elections and related proceedings, collective bargaining, unfair labor practices and arbitrations. Mr. Walters also represents employers in employment discrimination lawsuits, including Title VII, ADA, ADEA, state fair employment actions and wrongful discharge actions.

Education

J.D., *cum laude*, Catholic University, Columbus School of Law (1994)

M.I.L.R., Cornell University, New York State School of Industrial Relations (1990)

B.SC., University of Toronto (1988)

Admissions

District of Columbia

Affiliations

Washington, D.C. Bar Association, Labor and Employment Law Section

Publications

Author, "Resorts or Landlords: The Labor Law Implications of Subcontracting Food and Beverage Outlets in Hotels/Casinos," *Gaming Law Review*, Vol. 2, No. 3 (1998)

Joseph R. Damato

Washington D.C. Office
(202) 828-5354
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Area of Practice

Labor and Employment Law

Experience

Mr. Damato is a partner focusing his practice on management labor and employment law. He has extensive experience in the various substantive areas of labor and employment law, including NLRB matters, collective bargaining and arbitration, employment discrimination proceedings, OFCCP and affirmative action matters, wrongful discharge litigation and wage-hour matters. Mr. Damato's representation of employers has encompassed myriad types of litigation, including arbitration hearings, administrative proceedings and court trials. In addition to litigation, his practice includes providing day-to-day counseling. Mr. Damato regularly speaks to and writes articles for a variety of employer organizations.

Education

B.A., *summa cum laude*, Philosophy and Humanities, Providence College (1978)

J.D., *with honors*, George Washington University Law Center (1981)

Admissions

District of Columbia

U.S. District Court for the District of Columbia

U.S. Court of Appeals for the District of Columbia, Fourth and Sixth Circuits

U.S. Supreme Court

Affiliations

American Bar Association, Labor Law Section

District of Columbia Bar Association, Labor and Employment Law Section

Selected Publications and Lectures

Editorial Board Member, *Health Care Employment Law Letter*, January 2002-present

Author, "Employers' Affirmative Actions Under the Family and Medical Leave Act," *Employment Discrimination Report*, Vol. 2, No. 3 (BNA, January 19, 1994) (with Gregory Baylor)

Moderator and Chair, "Avoiding Multimillion Dollar Jury Verdicts," Greater Washington Board of Trade (Sept. 23, 1993)

Contributing author, Fairweather's Practice and Procedure in Labor Arbitration (BNA 1991)

Co-author. "Labor and Employment Law Concerns and Handicap Discrimination Limitations." *Legal Guide to Handling Toxic Substance In The Workplace.* (Business Laws Inc., 1990)

William J. Factor

Chicago Office
(312) 269-8973
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Areas of Practice

Bankruptcy; Creditors' Rights; Litigation

Experience

Mr. Factor is a partner practicing in bankruptcy law and creditors' rights. On a regular basis, he represents a wide range of constituencies in financially distressed settings, including debtors, creditors' committees, secured creditors and unsecured creditors.

Education

J.D., DePaul University, high honors (1990)

A.B., University of Chicago (1983)

Admissions

Illinois

U.S. District Court for the Northern District of Illinois

U.S. Court of Appeals, Seventh Circuit

Affiliations

American Bar Association

Chicago Bar Association

Member, Judicial Evaluation Committee; Past Co-Chair, Client Development Committee

Charles Sanford Riecke

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Area of Practice

Litigation; Corporate and Real Estate

Experience

Mr. Riecke is an associate practicing in the area of complex commercial litigation, with a practice emphasis on creditors' rights, bankruptcy, and reorganization. Mr. Riecke has represented corporations of all sizes in business disputes in and out of the area of bankruptcy law. He has also represented corporate debtors in conducting their Chapter 11 cases.

Prior to joining Seyfarth Shaw, Mr. Riecke served as the law clerk from 1999-2001 for the Honorable Carol A. Doyle, United States Bankruptcy Judge for the Northern District of Illinois, Eastern Division (Chicago); from 1997-1999 for the Honorable William A. Hill, United States Bankruptcy Appellate Panel Judge for the Eighth Circuit, and United States Bankruptcy Judge for the District of North Dakota; and from 1996-1997 for the Honorable Bruce M. Van Sickle, United States District Judge for the District of North Dakota.

As a Bankruptcy Appellate Panel and Bankruptcy Court law clerk, Mr. Riecke obtained significant experience drafting appellate opinions, drafting oral and written opinions in contested matters, drafting findings of fact and conclusions of law at the conclusion of trials in adversary proceedings, reviewing all aspects of motions and briefs filed by interested parties, and conducting extensive analytic research into contested legal issues.

In his years as an associate at Seyfarth Shaw and as a law clerk, Mr. Riecke has observed or participated in nearly every aspect of bankruptcy litigation and has been significantly involved in the adjudication of bankruptcy and nonbankruptcy cases.

Education

J.D.,Tulane Law School (1996)

B.A., University of Oregon, Dean's List; Phi Beta Kappa (1993)

Admissions

Louisiana

Minnesota

North Dakota (currently inactive status)

United States District Court for the Northern District of Illinois

United States District Court for the Eastern District of Louisiana

United States Court of Appeals for the Fifth Circuit

Affiliations

The Chicago Bar Association

The Abraham Lincoln Marovitz American Inn of Court

American Bankruptcy Institute

Publications

Mr. Riecke is the author of a number of nationally-published bankruptcy articles and serves as an annual contributing author to the Norton Annual Survey of Bankruptcy Law. Mr. Riecke's publications include:

"*Postpetition Lenders: is Your Collateral at Risk?*," 116 Banking Law Journal 53 (January 1999) [Westlaw FIND Citation: 116 BLJ 53]

"*Equitable Mootness in Bankruptcy*," 11 Norton Bankruptcy Law Adviser 7 (1998) [Westlaw FIND Citation: 11 NRTN-BLA 7]

"*Geiger Count: The Winter of Creditors' Discontent*," 7 Consumer Bankruptcy News 3 (June 4, 1998)

"*Sections 327 to 331–Attorney Fees*," 2001-2002 Norton Annual Survey of Bankruptcy Law 467 (William L. Norton, Jr., Editor) [Westlaw FIND Citation: 2002 NRTN-ASBL 467]

"*Sections 327 to 331–Attorney Fees*," 2000-2001 Norton Annual Survey of Bankruptcy Law 387 (William L. Norton, Jr., Editor)

"*Sections 327 to 331–Attorney Fees*," 1999-2000 Norton Annual Survey of Bankruptcy Law 307 (William L. Norton, Jr., Editor)

Karla Grossenbacher

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Area of Practice

Labor and Employment Law

Experience

Ms. Grossenbacher is a partner practicing labor and employment law. She has extensive experience representing employers in employment-related litigation on federal, state and local levels before courts, arbitration tribunals, and administrative agencies, regarding claims concerning discrimination, wrongful discharge, wage and hour violations (including collective actions), enforceability of arbitration agreements in the employment context, and covenants not to compete. Ms. Grossenbacher has litigated such matters in the District of Columbia, Maryland, Virginia, Pennsylvania, New Jersey, New York, Indiana, Ohio, North Carolina and Alabama. She also represents employers in traditional labor relations matters, including collective bargaining negotiations and arbitrations, as well as, unfair labor practice charges before the National Labor Relations Board.

In addition, Ms. Grossenbacher regularly provides counseling to employers on matters of employee discipline, enforcement and implementation of employment policies, workplace investigations and reductions in force. She is also a dynamic speaker and has provided training on a variety of issues, such as positive employee relations, administering discipline, conducting performance appraisals, workplace privacy and sexual harassment.

Ms. Grossenbacher joined the firm in 1993 after a clerkship with the Honorable Mildred M. Edwards of the Superior Court for the District of Columbia.

Education

J.D., Georgetown University Law Center (1992)

B.A., Marquette University (1989)

Admissions

Maryland

District of Columbia

U.S. District Court for the District of Columbia

U.S. District Court for the District of Maryland

Affiliations

American Bar Association, Labor and Employment Law Section

Selected Publications and Lectures

"Implementing Structural Injunctions: Getting a Remedy When Local Officials Resist," 80 Geo. L.J. 2227 (1992)

Jury Trials

Leonard Singleton v. GHA, Superior Court of the District of Columbia, 1995, (race and sex discrimination, retaliation - Defense verdict on five of six counts. Mistrial on last count, and, after motion, defendant was granted judgment as a matter of law on the last count)

Diane Evans v. Peoples Security Life Insurance Co., E.D. Pa., 1997 (sexual harassment and retaliation - Verdict for Plaintiff, settled on appeal)

Chevanniese Smith

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Area of Practice

Labor & Employment Law

Experience

Chevanniese Smith is an associate representing employers in all areas of employment litigation, including lawsuits brought under Title VII of the Civil Rights Act of 1964, the Americans With Disabilities Act, the Age Discrimination in Employment Act, the Fair Labor Standards Act, state fair employment actions and wrongful discharge actions. She has also advised employers in various aspects of employment law and human resources, including employee discipline, sexual harassment investigations and prevention, reductions in force, the Family Medical Leave Act, employee handbooks, employment applications, and employment contracts.

Education

J.D., University of Pennsylvania, Executive Editor, University of Pennsylvania Law Review (1997)

B.S., Cornell University (1994)

Admissions

New York

District of Columbia

Recent Speeches & Publications

Interest Arbitration Subcommittee Report, Co-author, annual meetings of the American Bar Association Committee on State and Local Government Bargaining and Employment Law (1995-2000).

Supreme Court Update, annual meeting of the Illinois Public Employer Labor Relations Association, Galena, Illinois (October 2000)

Interest Arbitration Developments, presentation for the Metropolitan Fire Chiefs Association Annual Symposium, Addison, Illinois (May, 1997).

Public Sector Labor Law Developments, presentation at Chicago Kent Law School's annual public sector labor law conference (Co-presenter with General Counsel of the Illinois State Labor Relations Board and FOP Labor Council Attorney) (November, 1996).

Legal Update--Public Employee Privacy Rights Under the U.S. Constitution, published in the November, 1996 National Public Employer Labor Relations Association Newsletter.

Advanced Contract Language Ideas for the Serious Negotiator, National Public Employer Labor Relations Association annual conference, Clearwater, Florida (April, 1996).

Emily R. Friedman

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Area of Practice

Labor and Employment

Experience

Ms. Friedman is an associate the Washington, D.C. office of Seyfarth Shaw concentrating her practice on labor and employment law matters.

Education

J.D., Georgetown University Law Center, *magna cum laude*; Order of the Coif (2000)

B.A., Tufts University, *cum laude*; Golden Key National Honor's Society; Dean's List; Pi Sigma Alpha (1997)

Admissions

Maryland

Affiliation

American Bar Association

Maryland Bar Association