HUSCH BLACKWELL

Megann K. McManus

SENIOR COUNSEL

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OVERVIEW

From her days in the human resources office of a labor union, to her work as a labor attorney, Megann has helped employers navigate the world of labor relations for nearly 20 years. She practices from El Dorado, Arkansas as a member of our virtual office, The Link.

Megann is a full-service traditional labor attorney with extensive experience in collective bargaining, grievance management, labor arbitration, and union-related litigation, including matters before the National Labor Relations Board (NLRB), as well as public sector litigation.

She supports clients with unionized and union-free workforces with management training and strategic guidance during organizing campaigns. Megann has successfully represented clients in employment discrimination matters before various administrative agencies. She also provides advice and counsel to clients regarding the development of employee handbooks.

Before becoming a lawyer, Megann majored in theatre and then worked for Actors' Equity Association as a director in the human resources department. There, she gained a unique and valuable perspective as a manager for a labor union, and she quickly realized that the collective bargaining and contract management process happening behind the scenes was even more interesting than the drama on the stage. She enrolled in law school to pursue a career in labor law, and since then, Megann has served a wide variety of

Industries

Manufacturing
Technology
Transportation

Services

Labor & Employment
Traditional Labor Relations

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clients across multiple industries. She considers it a privilege to partner with clients to learn their business and accomplish their goals.

And with her experience as in-house counsel, Megann understands first-hand how much pressure clients are under and how quickly they need practical, clear guidance. Megann has a reputation for being a steady, calm presence during stressful situations. She wants clients to feel that they have the best advocate in their corner and to breathe easier, knowing that she has matters under control.

Experience

- Served as in-house employment counsel to professional services firm, providing guidance on employment matters throughout North America, including, but not limited to, wage-and-hour issues, ADA accommodations, leaves of absence, investigations, harassment and discrimination claims, employee performance and discipline, reductions in force, and separation agreements.
- As in-house counsel, advised business leaders on avoiding third-party interference in labor matters and conducted positive employee relations/NLRA compliance training for supervisors.
- Represented both small local and large global employers in traditional labor and employment matters, including NLRB and related federal court litigation and appeals.
- First-chaired numerous labor arbitration hearings.
- Negotiated collective bargaining agreements, including first contracts.
- Advised clients on labor relations issues, including union campaigns and elections (both certification and decertification), joint employment issues, and proactive employee relations strategies and programs.

Education

- J.D., Rutgers Law School
    - *Rutgers Race and the Law Review*, Senior Managing Editor
- B.A., University of the Ozarks

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Admissions

- Arkansas
- New Jersey
- New York
- Texas
- U.S. District Court, District of New Jersey
- U.S. District Court, Southern District of New York
- U.S. District Court, Eastern District of New York
- U.S. Court of Appeals, Seventh Circuit
- U.S. Court of Appeals, District of Columbia Circuit

Community Leadership

Megann has served on the Board of Trustees for Manhattan Charter Schools since 2017, and she is the current chair.

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*Megann works remotely and is licensed in Arkansas, practicing in El Dorado, AR. Contact Megann via email or phone for in-person/virtual meetings. Use the Dallas office address for mail/deliveries only.

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