



## **Rod Tanner**

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### **Background, Education and Practice**

Rod Tanner is the founding shareholder of Tanner and Associates, PC, a Fort Worth, Texas firm. Mr. Tanner has a diverse labor and employment law practice focusing on litigation, administrative proceedings, arbitrations, and collective bargaining. He has extensive experience in complex litigation including employment discrimination class actions. Board Certified in labor and employment law by the Texas Board of Legal Specialization since 1990, he has appeared in THE BEST LAWYERS IN AMERICA (BL Rankings 2020) for 25 consecutive years. Both *Texas Lawyer* and Thompson Reuters (2003-2019) have recognized him as one of the state's preeminent labor and employment attorneys. He is named to the 2019 Super Lawyers Top 100 Lawyers list for Texas.

Mr. Tanner's clients include various international, national and local labor organizations, professionals, employees, and public figures. He is a Fellow in The College of Labor and Employment Lawyers, a former Chair of the State Bar of Texas Labor and Employment Law Section, a Founding Member of the Texas Employment Lawyers Association, a Co-Chair of the National Employment Lawyers Association Labor Law Practice Group, and a former Director of the AFL-CIO Lawyers Coordinating Committee. He has spoken frequently before professional, labor and business groups on subjects ranging from the National Labor Relations Act to employment discrimination class actions. He is also a co-editor and contributing author of TEXAS EMPLOYMENT LAW (James Publishing Inc. 2019). His notable cases include *Aiello v. United Air Lines*, 818 F.2d 1196 (5<sup>th</sup> Cir. 1987) (holding that employee handbook may be enforced as contract modifying employment at-will doctrine under Texas law notwithstanding disclaimer), and *Int'l Ass'n of Machinists and Aerospace Workers, Local Lodge 2121 v. Goodrich Corp.* (5<sup>th</sup> Circuit), *cert. denied*, 126 S. Ct. 647 (2005) (holding that a labor organization had standing to represent retired employees in arbitration proceedings to enforce a medical benefits provision in a collective bargaining agreement). M

Mr. Tanner received a Bachelor of Arts with Honors from the University of Texas at Austin in 1973 and a Doctor of Jurisprudence from The University of Texas School of Law in 1976. He is admitted to practice in the State of Texas, United States Supreme Court, Fifth and Tenth U.S. Circuit Courts of Appeals, and U.S. District Court for the Northern, Western, Eastern and Southern Districts of Texas.