



Rodolfo R. Agraz

Shareholder

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Location:

Dallas (Office: 214-414-0069, Fax: 214-987-3927)

Raleigh (Office: 919-787-9700, Fax: 919-783-9412)

Education:

J.D., University of Georgia School of Law, 1988

B.S., Duke University, 1984

Practice Areas:

Traditional Labor Relations, Employment Law, Workplace Safety and Health,
Higher Education, Hospitality



* Currently licensed in Georgia and North Carolina only.

Mr. Agraz has experience helping a broad spectrum of clients with labor and employment challenges. He represents clients in diverse industries during union organizing attempts and litigation before the NLRB, contract negotiation and labor arbitrations.. Additionally, he advises clients on best practices in employee relations and the development of comprehensive labor strategies to preserve the ability to maintain direct relationships with employees. He works with executive leadership and first-line supervisory staff to build a positive working environment.. Mr. Agraz is fluent in Spanish, and serves as a member of the firm's traditional labor and diversity and inclusion steering committees.

Mr. Agraz's broad base of experience includes:

- Representing clients in manufacturing, distribution, teleservices, chemical, petroleum, medical laboratory, transportation, hospitality, healthcare, food production, restaurant, aerospace and automotive industries throughout the United States during union organizing attempts;
- Serving as chief negotiator in first contract, subsequent contract, and post-bankruptcy negotiations;
- Training supervisors and managers in a wide variety of matters, including maintaining a union-free environment, privacy in the workplace, sexual harassment, occupational safety and health, implementation of substance abuse policies, and discrimination in the workplace.

Admitted to Practice:

Georgia
North Carolina

Honors and Awards:

- Blue Key Society Member
- *Best Lawyers in America*
- North Carolina *Super Lawyer*
- The Legal 500 United States: Recommended in "Labor and Employment – Labor – Management Relations" category (2015-2016)

Professional Activities:

- State Bar of Georgia
- North Carolina State Bar
- North Carolina Bar Association (Labor and Employment Law Section)
- Wake County Bar Association
- American Bar Association
- Greater Raleigh Chamber of Commerce

Speeches:

- Corporate Labor and Employment Counsel Exclusive - "'Ambush' Election Survivors: Tales from the Trenches" - Phoenix - November 13, 2015
- Ogletree Deakins Workplace Strategies Seminar - "Ahead of the Storm: Preparing for the NLRB's "Ambush" Elections" - San Antonio - May 13, 2015
- Not Your Father's NLRB - "The Employer's Campaign: Somebody Has to Block and Tackle" - Chicago - March 27, 2015
- Not Your Father's NLRB - "Risk Assessment and Early Warning Signs of Union Activity" - Chicago - March 26, 2015
- Texas Employment Relations 2013 Symposium – “NLRB Update: What’s Going on at the Board and What Non-Union Employers Need to Know” – San Antonio – July 19, 2013
- Ogletree Deakins Webinar – “Workplace Investigations: Confidentiality and Section 7 Rights” – June 20, 2013
- Ogletree Deakins Briefing - "NLRB in 2013" - Dallas - March 6, 2013
- Ogletree Deakins Briefing - "NLRB in 2013" - Houston - March 5, 2013
- Cross Timbers Human Resource Management Association - "Culturally Competent Company Communicators" - Stephenville - January 16, 2013
- Ogletree Deakins Seminar - "Headline News: The Latest Labor and Employment Law Developments" - Austin - November 2, 2012
- Dallas Bar Association - "2012 NLRA Issues for Union and Non-Union Employers" - May 21, 2012
- Ogletree Deakins webinar - "What Did You Say? The NLRB's Regulation of Employer Policies Relating to Social Media" - July 28, 2011

Media Quotes:

- May 15, 2012 - Human Resource Executive - "Much Ado about Monday's NLRB Election-Rule Reversal"

Published Works:

- December 21, 2014 - Workforce Magazine - "Unions Hashing It Out With Hashtags"
- September 23, 2011 - Law360 - "Managing Employee Social Media Posts"
- August 18, 2011 - Ogletree Deakins Publication – "What Did You Say?" - Social Media And The NLRB"
- October 8, 2008 - Ogletree Deakins Publication - "NLRB Memo Addresses Workers' Right To Engage In Political Advocacy"