James N. Foster, Jr.
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N. Foster, Jr., practices in all areas of labor and employment law representing employers exclusively in negotiations, and in litigation before the courts, the National Labor Relations Board and the National Mediation Board. In representing and serving the firm's clientele, Jim relies upon his legal education, his tenure as a Field Attorney with Region 14 of the National Labor Relations Board, and over thirty (30) years of experience in private practice.

In the arena of traditional labor law Mr. Foster provides multiple services, which include representing employers in negotiations, proceedings before the NLRB and NMB, including NLRB unfair

labor practices, statutory remedial issues, statutory priority cases such as secondary boycotts, and NLRB representation proceedings, inclusive of post-election challenge and objection proceedings. With respect to established bargaining relationships, he has a broad range of experience in negotiating collective bargaining agreements, in providing legal advice regarding strikes, and in obtaining state and federal court injunctions.

Mr. Foster also handles all facets of employment law, including employment discrimination claims arising under Title VII, the Civil Rights Act of 1991, the Americans with Disabilities Act, the Age Discrimination in Employment Act, the Fair Labor Standards Act, and the Family and Medical Leave Act. He has appeared and litigated cases in federal and state courts and before administrative agencies throughout the country. In addition, he advises clients on employment-related matters such as personnel policies, daily human resources issues, employment contracts, severance agreements, and employee handbooks.

Mr. Foster's extensive airline and railroad industry background under the Railway Labor Act includes the representation of major carriers in litigation before the federal courts, in arbitration before the adjustment board and in representation matters before the National Mediation Board.