



**Joseph B. Harvey**  
**Partner**

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Employers of all sizes in a variety of industries seek Joseph Harvey’s representation and advice in labor and employment matters arising under state and federal law, including the National Labor Relations Act, Title VII, Americans with Disabilities Act, Age Discrimination in Employment Act, Family and Medical Leave Act, Fair Labor Standards Act, Worker Adjustment and Retraining Act, Equal Pay Act, Drug Free Workplace Act, and Tennessee Human Rights Act.

He regularly assists employers with matters pending with the U.S. Equal Employment Opportunity Commission and Department of Labor; employment litigation in federal and state courts; union organizing and decertification campaigns; collective bargaining; arbitration; and unfair labor practice proceedings. Mr. Harvey’s practice includes drafting, review, and enforcement of restrictive covenants including covenants not to compete, non-solicitation provisions, and confidentiality agreements.

Mr. Harvey provides practical and proactive strategies for positive employee relations geared toward litigation and union avoidance. He regularly reviews employment policies and advises managers and human resource professionals on day-to-day compliance with the myriad laws governing the employment relationship.

Mr. Harvey has presented and written for numerous audiences and publications on recent developments and topics of interest in the area of labor and employment law.

Mr. Harvey frequently represents businesses in commercial litigation matters involving contract and sales disputes. He ensures that litigation strategies are consistent with business needs and overall corporate goals.

**Awards, Recognition, and Accomplishments**

Selected to Super Lawyers Rising Stars (2011-2019)

Selected to the *Business Journal of Tri-Cities Tennessee/Virginia*’s “40 Under Forty,” 2013

**Professional and Civic Involvement**

Tennessee Bar Association, member

Goodwill Industries of Tenneva, Inc., past chair and board member

Junior Achievement of Tri-Cities TN/VA, board member, chairman of Kingsport Board

Federal Bar Association, board member

Holston Conference Personnel Resources Committee, UMC, member

### **Presentations and Publications**

- "Employer Monitoring of Employees' Social Networking Activities," by Stephen M. Darden and Joseph B. Harvey, *The Johnson City Business Journal*, March 2010
- "Federal Contractors Must Now Post Notice of Employee's Rights to Unionize," by Stephen M. Darden and Joseph B. Harvey, *The Johnson City Business Journal*, August 2010

### **Practice Areas**

Employment Counseling and Litigation  
Labor Relations  
Commercial Litigation  
Non-Compete Counseling and Litigation

### **Education**

J.D., *summa cum laude*, University of Tennessee College of Law, 2004  
-- Order of the Coif  
-- University of Tennessee *Law Review*, Member (2002-2004)  
B.A., *magna cum laude*, University of Tennessee, 2001  
-- *Phi Beta Kappa*

### **Admissions**

Tennessee, 2010  
Georgia, 2004  
U.S. District Court for the Eastern District of Tennessee, 2011  
U.S. District Court for the Northern District of Georgia, 2005  
U.S. Courts of Appeals for Fourth Circuit, 2011  
U.S. Courts of Appeals for Sixth Circuit, 2011