



A. Edward Hardin, Jr.

PARTNER

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Ed Hardin, Jr. is a partner in Kean Miller's Baton Rouge office. He joined the firm in 1998 and practices in the labor and employment law group. Ed has represented clients in both state and federal courts, before private arbitrators, and before the National Labor Relations Board, the United States Equal Employment Opportunity Commission, the United States Department of Labor's Wage and Hour Division, the Louisiana Workforce Commission, the Ohio Civil Rights Commission, the Oregon Bureau of Labor and Industries, and the Commonwealth of Pennsylvania Human Relations Commission. Ed represents and advises employers on a wide variety of issues including employee handbooks and contracts, non-compete and non-solicitation agreements, wrongful termination claims, discrimination and harassment claims, and issues involving wage payment, drug testing, and employee leave (including workers' compensation leave, ADA leave, FMLA leave and compliance issues). He also represents and advises management on labor relations issues including union representation of employees, union representation elections, arbitration of collective bargaining agreement grievances, unfair labor practice charges, and collective bargaining agreements with unions. Ed has particular experience in defending collective action/class action claims under the Federal Fair Labor Standards Act. Ed has testified before the Louisiana House of Representatives and Senate Labor and Industrial Relations Committees and has been interviewed for articles in local, state, and national publications.

Ed is listed among the top labor and employment lawyers in the State of Louisiana by *Chambers USA*. Prior to joining the firm, Ed served as Law Clerk to the Honorable Catherine D. Kimball of the Supreme Court of Louisiana from 1997-1998. Prior to law school, Ed taught high school from 1990-1994 at Catholic High School and coached soccer.

EDUCATION & CREDENTIALS

- LSU Law Center, J.D., 1997
- Spring Hill College, B.A., 1990
- Admitted, Louisiana; United States Court of Appeals for the Fifth Circuit; United States District Court for Eastern, Middle, and Western Districts of Louisiana; United States Supreme Court

PROFESSIONAL AFFILIATIONS

- American Bar Association
- Bar Association of the Fifth Federal Circuit
- Baton Rouge Bar Association
- Louisiana State Bar Association

RECOGNITION

- Top Attorney, Chambers USA
- Hall of Fame, LSU Law Center, 1997

PUBLICATIONS

- DOL Rolls Out Leave Act Regulations and Changes Course on Some Issues, Louisiana Law Blog, April 2020
- COBRA and Coronavirus, Louisiana Law Blog, March 2020
- Congress Responds to the Coronavirus, Louisiana Law Blog, March 2020
- Coronavirus Leave Bill Signed Into Law, Louisiana Law Blog, March 2020
- Coronavirus Paid Leave Bill Passes House, Louisiana Law Blog, March 2020
- Coronavirus Paid Leave Bill Still in House, Louisiana Law Blog, March 2020
- DOL Issues Additional Leave FAQs, Louisiana Law Blog, March 2020
- DOL Issues Third Set of Leave FAQs, Louisiana Law Blog, March 2020
- Families First Coronavirus Response Act: The

Model Notices Are Here, Louisiana Law Blog, March 2020

- Leave Act Takes Effect April 1 and Other New DOL Guidance, Louisiana Law Blog, March 2020
- Updated Guidance from the EEOC: “What You Should Know About the ADA, the Rehabilitation Act, and COVID-19”, Louisiana Law Blog, March 2020
- OK Boomer, Louisiana Law Blog, January 2020
- Social Media and Employment Issues Intersect, Louisiana Law Blog, July 2019
- Deadline Set for Employers to Report Pay Data, Louisiana Law Blog, May 2019
- Collection of Pay Data Coming Soon?, Louisiana Law Blog, March 2019

PRESENTATIONS

- Louisiana Employment Law Gumbo, Society of Louisiana Public Accountants, Forensic Litigation and Valuation Workshop, 2018
- Financial Dealings with Employees: Loans, Losses and Garnishments, Kean Miller Labor and Employment Seminar, 2017
- An Overview of Employee Handbooks, Louisiana Medical Group Management Association Annual Meeting, 2014