Employment & Labor Law Section

SPEAKER BIOGRAPHIES

EMMA RUTH BRITTAIN

Emma Ruth Brittain is a member of the Thomas & Brittain Law Firm, which is located in Myrtle Beach. She received her undergraduate degree from Furman University and her law degree from the University of South Carolina. She practices in the area of Employment and Labor law and is certified by the South Carolina Supreme Court as a Specialist in Employment and Labor Law. She is a member of the Board of Directors for the Coastal Organization of Human Resources.

Ms. Brittain has experience in representing public and private sector clients in employment-related matters and litigation including: retaliatory discharge matters, wage and hour matters under the Fair Labor Standards Act and the South Carolina Payment of Wages Law, the handling of routine personnel matters, preparation of personnel policies and revisions, defending charges filed under Title VII of the Civil Rights Act of 1964 and under the South Carolina Human Affairs Law with the South Carolina Human Affairs Commission, and handling matters involving the Americans with Disabilities Act, the Family Medical Leave Act, the Civil Rights Acts, and other employment-related claims.

KRIS L. CATO

Education – University of Georgia, B.A. 1979; University of South Carolina School of Law, J.D. 1990.

S.C. Bar Activities - Served as chair of the Employment and Labor Law ("ELL") section of the SC Bar, served as newsletter coordinator of ELL section, served as CLE coordinator of ELL section and is currently serving as secretary of ELL section.

Other Legal Affiliations - Member of American Bar Association, SC Women's Lawyers Association, Richland and Lexington County Bar, Certified as a Labor and Employment Law Specialist by the SC Supreme Court, Named one of the Best Lawyers in America, named as a Super Lawyer in the Midlands, Midlands Legal Elite, rated AV by Martindale-Hubbell.

Memberships - South Carolina Bar; Richland County Bar Association; Lexington County Bar Association American Bar Association; South Carolina Economic Developers' Association; Committee of 100 Greenwood County Chamber of Commerce Palmetto Center for Women 2006 - 2008 (President); Member, Board of Directors South Carolina Diversity Council 1999-2003 (Treasurer); Member, Board of Directors Family Service Center of South Carolina, 1st Vice Chair.

JAMES H. FOWLES, III

Mr. Fowles routinely advises employers on a day-to-day basis with regard to disciplinary issues, employee policies and manuals, and union contract matters. He counsels employers in managing crisis situations arising in the employment and labor relations context. Mr. Fowles has significant experience representing clients in union grievance proceedings, collective bargaining and arbitration, as well as advising clients in union avoidance and during organizational drives. Mr. Fowles has also represented many clients in complex litigation matters, including discrimination claims, wrongful termination suits, ERISA claims, breach of employment policy issues, and other significant litigation matters. An

accomplished speaker, Mr. Fowles provides in-depth training in his areas of expertise for various employer groups, including front-line supervision and higher level management.
Mr. Fowles is a retired Commander, United States Navy Reserve, having served on active duty for ten years as a nuclear-trained submarine officer on both fast attack and fleet ballistic missile submarines before pursuing a career in law.
In addition, Mr. Fowles served as Assistant General Counsel, Labor and Employment, for SCANA Corporation, a Fortune 500 utility holding company. In this capacity, Mr. Fowles provided legal guidance on a wide variety of labor relations, labor law, and employment law issues affecting a varied workforce, including those represented by three different unions, and also including those at non-union work places such as the V.C. Summer Nuclear Station. In addition, Mr. Fowles provided significant guidance to the corporation in its successful defense of a major class action suit alleging racial discrimination.

CHRISTOPHER POTTS

Areas of Practice - Civil Rights Contract, Discrimination, Employment, Law Sexual Harassment, Civil Rights.
Education - The Ohio State University, BA, 1984; University of South Carolina, JD, 1989
Current - Attorney at Hitchcock & Potts
Admitted - 1990, South Carolina and Georgia; 1991, US District Court, Northern District of Georgia; 1992, US District Court, District of South Carolina, US Court of Appeals, Fourth Circuit.