

**Trina Fairley-Barlow**

Partner
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Washington

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Practice Areas

- Labor & Employment
- Litigation
- Trial Practice
- Trade Associations
- University Practice
- Labor & Employment/ERISA

Trina Fairley-Barlow is a partner in the firm's Washington, DC office. Trina represents and advises employers on virtually every federal employment discrimination law and numerous other state and federal laws that regulate the employment relationship. She has successfully handled cases in all phases of litigation before federal and state courts, administrative agencies and various other tribunals. In addition, she regularly provides advice, guidance, and counsel to employers on all manner of employment-related issues. Her clients encompass a range of businesses, including major healthcare organizations, high tech companies, banks, intellectual property firms, universities, and national real estate companies.

Trina represents and advises employers in both single plaintiff and collective action lawsuits under federal and state law through various phases of litigation, including dispositive motions, trial, and appeal. As an experienced employment law litigator, she has successfully litigated cases arising under Title VII, ADEA, ADA, FMLA, USSERA, FLSA and a host of other federal and state laws. She has also prevailed on behalf of employers in cases arising under the Sarbanes-Oxley Act, breach of contract, non-competition agreements, misappropriation of proprietary information and other business torts. In addition, Trina regularly represents employers before administrative agencies, including the Equal Employment Opportunity Commission, the Department of Labor and countless other state and federal agencies. In the alternative dispute context, she has litigated cases before JAMS and AAA and obtained numerous "take nothing" awards on behalf of employers.

Recognizing the importance of avoiding litigation altogether, Trina routinely provides comprehensive legal advice, guidance, and training on issues ranging from hiring, discipline and terminations, to wage and hour compliance and reductions-in-force. Accordingly, Trina regularly conducts internal investigations and audits of workplace policies and practices to provide critical advice and recommendations for compliance with applicable laws and avoidance of potential liability from high-risk practices. She advises

employers on the implementation and enforcement of personnel policies, and regularly reviews and drafts various employment agreements to protect her clients' business and legal interests.

As an experienced employment law attorney, Trina stays abreast of the latest employment law developments and is frequently invited to speak and write on emerging employment law topics and trends.

Education

- University of Virginia, B.A. (1993)
- George Washington University Law School, J.D. (1996)

Affiliations

Admitted to practice: District of Columbia, Maryland, Texas (inactive), U.S. Court of Appeals for the District of Columbia Circuit, U.S. District Court for the District of Columbia, U.S. District Court for the District of Maryland, U.S. District Court for the Northern District of Texas

Publications

- Book: *Inside the Minds: Dealing With Reductions In Force*, Thomson Reuters - Aspatore Books (2009). Co-Author: Trina L. Fairley.
- Book: *Inside the Minds: The Impact of 2008 Supreme Court Employment Law Cases*, Thomson Reuters - Aspatore Books (2008). Co-Author: Trina L. Fairley.

Alerts & Newsletters

- "New DOT Regulations Require Commercial Truckers to Hit the "Breaks"," *Labor & Employment Law Alert - US* (January 5, 2012). Contacts: Trina Fairley-Barlow, Rebecca L. Springer, Jeffrey W. Pagano, Ira M. Saxe, Mark A. Romeo.
- "Supreme Court Changes The Class Action Landscape In *Dukes v. Wal-Mart*," *Labor & Employment Law Alert - US* (June 28, 2011). Contacts: James E. Kellett, Jeffrey W. Pagano, Thomas P. Gies, Trina Fairley-Barlow, Mark A. Romeo, Wendy A. Sugg.
- "Connecticut to Become First State to Mandate Guaranteed Paid Sick-Leave Time for Employees," *Labor & Employment Law Alert - US* (June 9, 2011). Contacts: Jeffrey W. Pagano, Philip F. Repash, Thomas P. Gies, Trina Fairley-Barlow, Mark A. Romeo.

- "EEOC Proposes to Extend Title VII and ADA Recordkeeping Requirements to Include Entities Covered by GINA," *Labor & Employment Law Alert - US* (June 8, 2011). Contacts: Jeffrey W. Pagano, Philip F. Repash, Thomas P. Gies, Trina Fairley-Barlow, Mark A. Romeo.
- "Court Rules Cancer in Remission Is Disability under the ADAAA," *Labor & Employment Law Alert - US* (September 10, 2010). Contacts: Trina Fairley-Barlow, Christopher Calsyn, James E. Kellett.
- "D.C. Issues Final Regulations for Accrued Sick & Safe Leave Act," *Labor & Employment Law Alert - US* (August 26, 2010). Contacts: Trina Fairley-Barlow, James E. Kellett.
- "The District of Columbia's New Paid Sick Leave Law Goes Into Effect This Week," *Labor & Employment Law Alert - US* (November 12, 2008). Contacts: Trina Fairley-Barlow, Glenn D. Grant.

Speaking Engagements

- "Navigating the Medical Maze: A Step-by-Step Guide to Handling FMLA and ADA Leave," Hotel Human Resources Association of Washington, DC (March 12, 2010). Presenters: Trina Fairley-Barlow and Christopher Calsyn.
- An Update On Complex Employment Litigation, Hispanic National Bar Association (August 2009). Speaker: Trina L. Fairley.
- "Tips for Hiring, Firing & Disciplining Employees," Training Seminar for Human Resources Executives, Association of Legal Administrators, Las Vegas Chapter (May 2009). Speaker: Trina L. Fairley.
- "Labor and Employment Developments in President Obama's First 100 Days," Crowell & Moring Webinar Presentation (April 2009). Co-Presenters: Trina L. Fairley, William J. Flanagan, Thomas P. Gies and Kris D. Meade.
- "You Did What? Top Five Mistakes Employers Make In Executing RIFs," Crowell & Moring Breakfast Series Seminar (April 2009). Presenter: Trina L. Fairley.
- "The Top Five Things You Would Not Believe About Employment Law," Crowell & Moring's 2008 Healthcare Ounce of Prevention Conference (October 2008). Co-Presenters: Trina L. Fairley and Kris D. Meade.
- "How to Say 'You're Fired!'," 37th Annual Educational Conference and Exposition (May 2008). Speaker: Trina L. Fairley.
- "HR for Financial Folks: It's Not All About the Money," 37th Annual Educational Conference and Exposition (May 2008). Speaker: Trina L. Fairley.
- "Mediation of Individual Employment Disputes," District of Columbia Bar (June 2007). Speaker: Trina L. Fairley.
- "Employee Severance & ERISA Issues," Georgetown University Law Center CLE Institute (2004). Speaker: Trina L. Fairley.