



J. Greg Coulter

Principal
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Practices

Advice and Counsel
Collegiate and Professional
Sports
Litigation
Wage and Hour

Industries

Transportation

Education

University of San Diego
School of Law
LL.M., 1995
cum laude

Oklahoma City University
J.D., 1994

University of Oklahoma
B.S., 1990

Admitted to Practice

- 9th Circuit Court of Appeals, 1995
- 10th Circuit Court of Appeals, 2009
- Arizona - D. Ariz., 1996
- California - C.D. Cal., 1995
- California - E.D. Cal., 2012
- California - S.D. Cal., 1994
- Oklahoma - W.D. Okla., 2009
- Arizona, 1996

J. Greg Coulter is a principal in the Phoenix, Arizona, office of Jackson Lewis P.C. His practice focuses on representing private and public employers in all aspects of labor and employment litigation and advice, including representation in federal, state and appellate courts, involving:

- Discrimination;
- Retaliation;
- Harassment;
- Constitutional claims;
- Due process claims;
- Free speech;
- Workplace safety;
- State tort claims;
- Title VII;
- The Americans with Disabilities Act;
- The Family and Medical Leave Act;
- 28 USC 1983 and 1981;
- The Migrant and Seasonal Agricultural Worker Protection Act;
- The Arizona Civil Rights Act;
- The Surface Transportation Assistance Act;
- The Fair Labor Standards Act; and
- The Uniformed Services Employment and Reemployment Rights Act.

He also regularly represents employers before government agencies, including the Equal Employment Opportunity Commission, the Arizona Civil Rights Division, the Department of Justice, and the Department of Labor.

In addition to his litigation practice, Greg provides day-to-day preventive counseling and employment advice and assists employers in handbook and personnel policy development, severance agreements, reductions in force, restrictive covenants and business planning. He also conducts training on topics such as discrimination, harassment, retaliation and disability/leave issues.

Greg has spoken extensively on labor and employment law topics before business and professional associations. Topics include:

- Employment law updates;
- Workplace violence;
- Workplace privacy and security;
- FMLA/ADA overlap;
- Retaliation;
- Employee discipline;
- Arbitration;

- California, 1994
- Oklahoma, 2019

- Individual liability;
- Labor law for non-union employers;
- Wage and hour; and
- Responding to agency investigations.

Greg works with clients in all industries, including financial, energy, transportation, logistics, hospitality, retail and other service related businesses.

Greg served as a captain in the Judge Advocate General's Corps of the United States Army Reserves and Arizona National Guard.

Honors and Recognitions

- *Arizona Business Leaders*, "Human Resources" (2019)
- *Arizona Business Magazine*, "Top Lawyers" (2008-present)
- *The Best Lawyers in America*®, "Employment Law - Management" (2019-present)
- *Martindale-Hubbell*®, "AV Preeminent® - Peer Rated for Highest Level of Professional Excellence" (2009-present)

Professional Associations and Activities

- Arizona Association of Defense Counsel, Employment Law Committee
- Arizona Association of Defense Counsel, Young Lawyers Division, Executive Committee, Former Member
- Arizona Bar Association, Employment and Labor Law Section
- California Bar Association, Employment and Labor Law Section
- Defense Research Institute, Employment Law Committee
- Federal Bar Association
- Phoenix Chamber of Commerce
- Society for Human Resources Management
- State Bar of Arizona, Employment and Labor Law Section, Executive Committee, Former Member
- State Bar of Arizona, Employment and Labor Law Section, Former Chair
- Valley of the Sun Human Resources Association

Pro Bono and Community Involvement

- Arizona Superior Court, Maricopa County, Judge Pro Tem
- The Free Arts of Arizona, Board of Directors, Former Member
- Friends of Combined Metropolitan Phoenix Arts and Sciences, Executive Committee, Former Member
- Southwest Autism Research and Resource Center, Human Resources Committee, Former Member

Published Works

- "Employers' Victory: A Stricter Standard For Retaliation," *Law360.com* (June 28, 2013)
- "Increased Incentives and Protections for Whistleblowers," *The Voice* (September 22, 2010)

Speeches

- "Arizona Employment Law Update" (Phoenix, AZ, October 2018)
- "Public Sector Employment Law Update" (Phoenix, AZ, July 2016)
- "The California Employment Law Difference: Staying Compliant in the Golden State" (Phoenix, AZ, May 2016)
- "4th Annual Public Sector Employment Law Update" (Phoenix, AZ, February 2013)
- "Change Is Here! What Does the NLRB Have in Store for Your Business?" (Phoenix, AZ, October 2011)
- "Migrant and Seasonal Farmworkers Act," Agricultural Personnel Association (February 2011)
- "Ricci and Test Validation," Defense Research Institute (November 18, 2010)
- "Greg Coulter to Speak in The Voice of the Defense Bar's Web Cast on Hiring, Testing, Promoting and Terminating Employees After Ricci v. DeStefano" (November 2010)
- "H2A," Western Growers (July 2010)
- "2010 Public Sector Employment Law Update" (Surprise, AZ, March 2010)
- "Best Practices for Downsizing and Preparing for the Employee Free Choice Act" (Phoenix, AZ, April 2009)