



H. Bernard Tisdale

Office Managing Principal
Charlotte
P 980-465-7237
F 704-333-7764
Bernard.Tisdale@jacksonlewis.com

Practices

Non-Competes and
Protection Against Unfair
Competition
Workplace Safety and
Health

Education

University of South
Carolina School of Law
J.D., 1989

Clemson University
B.S., 1983

Admitted to Practice

- U.S. Supreme Court, 2013
- 4th Circuit Court of Appeals, 2006
- North Carolina - E.D. N.C., 2003
- North Carolina - M.D. N.C., 2008
- North Carolina - W.D. N.C., 1997
- South Carolina - D. S.C., 1989
- North Carolina, 1997
- South Carolina, 1989

H. Bernard Tisdale, III, is the office managing principal of the Charlotte, North Carolina, office of Jackson Lewis P.C. He is engaged exclusively in the practice of employment law on behalf of management.

Bernard has represented employers in litigation matters before various state and federal trial and appellate courts, and administrative agencies including the Federal OSH Review Commission, the North Carolina OSH Review Commission, the South Carolina Administrative Law Court, and the worker's compensation commissions in North and South Carolina. He regularly represents employers on safety and health matters including advising and defending clients on ADA, FMLA, and workers' compensation issues, and on OSHA compliance issues involving Federal OSHA and state plans.

Bernard has handled a wide-variety of employment matters involving claims such as discrimination based on: race, sex, national origin, age and disability; sexual and racial harassment; wrongful discharge; retaliation; breach of contract; defamation; covenants not to compete and trade secret violations; and violations of the Family Medical Leave Act. In addition, he has extensive experience counseling clients on compliance issues and litigation avoidance strategies and regularly conducts management training programs on various employment-related topics.

Before joining Jackson Lewis in August 2019, Bernard spent 24 years practicing management-side employment law with another national labor and employment law firm, where he served as managing shareholder of the firm's Charlotte office for 12 years.

Bernard lives in Matthews, NC with his wife, Kathy, three children, and three dogs.

Honors and Recognitions

- *The Best Lawyers in America*®, "Employment Law - Management" and "Litigation - Labor and Employment" (2018-present)

Professional Associations and Activities

- American Bar Association
- Carolinas AGC
- Mecklenburg County Bar Association
- North Carolina Bar Association
- South Carolina Bar Association
- South Carolina Chamber of Commerce Safety, Health, and Security Committee

Pro Bono and Community Involvement

- Cancer Survivors Park Alliance, Former Board Member and Chief Operating Officer
- Speech, Hearing & Learning Center, Former Board Member and Chair

Published Works

- "U.S. Eleventh Circuit Highlights Importance of Safety Training in Affirming Willful Violation of OSHA Standard," *HazMat Management* (May 2018) [Author]

Speeches

- "Navigating the EEO-1 Pay Data Requirements," Western Carolina Industries (Asheville, NC, July 2019) (Presenter)
- "Employee Misconduct Investigations," Western Carolina Industries (Asheville, NC, June 2019) (Presenter)
- "Beyond Broken Bones: Mental Health Issues Under the ADA and FMLA," Capital Associated Industries (Raleigh, NC, May 2019) (Co-Presenter)
- "Safety Liability at Multi-Employer Worksites," Charlotte Regional Safety and Health Conference (Charlotte, NC, April 2019) (Presenter)
- "OUCH! Top Challenges in Handling the Myriad of Issues Resulting From Work-Related Injuries" Western Carolina Industries (Asheville, NC, April 2019) (Co-Presenter)
- "Union Activity and Labor Relations," CarolinasAGC (Myrtle Beach, SC, March 2019) (Presenter)
- "Advanced Leave Issues," Association of Corporate Counsel (Charlotte, NC, March 2019) (Presenter)
- "Leadership Challenges," Junior League of Charlotte (Charlotte, NC, February 2019) (Co-Presenter)
- "You Call the Shot! Ethical Dilemmas for In-house Counsel," Association of Corporate Counsel (Charlotte, NC, June 2018) (Presenter)