

Christine Tenley



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Legal Assistant
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education

Tulane University Law School (J.D., 1998)
Stevenson University (B.A., 1993, with
Highest Honors)

admissions

Alabama
Georgia
Louisiana
U.S. District Court for the Middle District of
Georgia
U.S. District Court for the Northern District of
Georgia
U.S. District Court for the Southern District
of Georgia
U.S. District Court for the Eastern District of
Louisiana
U.S. District Court for the Middle District of
Louisiana
U.S. District Court for the Western District of
Louisiana

I thrive on strategizing and successfully resolving difficult and costly workplace challenges. I am determined in accomplishing my client's goals and eliminating frivolous employment matters. I am highly skilled at effectively engaging judges, juries, witnesses, and opposing counsel to elicit my clients' desired results. As a partner to my clients, I am always available when they need guidance or have a workplace emergency while we are working together. I am fully vested in my matters until they are successfully resolved.

With more than 23 years of national litigation, trial, class and collective action, and appellate experience, Christine Tenley manages a wide variety of employment and commercial business litigation matters. She has specific experience in retail, long-term health care, casinos and gaming establishments, food processing facilities, financial services and trust companies, education, and medical device manufacturing facilities nationwide.

Christine has first chaired complex investigations and administrative proceedings in front of federal and state government agencies, including the National Labor

industries

Auto Finance
 Chemical and Industrial Services
 Construction
 Education
 Financial Services
 Insurance
 Manufacturing
 Real Estate
 Retail, Restaurants, and Recreation
 Technology
 Transportation and Logistics

services

Appellate
 Class Action Defense
 Commercial Litigation
 Government and Internal Investigations
 Labor and Employment

honors

- Georgia Super Lawyers, Rising Star (2007, 2009)

affiliations

Professional:

- State Bar of Georgia
- Atlanta Bar Association
- Louisiana State Bar Association
- Alabama State Bar

Community:

- Sepsis Alliance Foundation
- Acute Respiratory Distress Syndrome (ARDS) Foundation
- Atlanta Lawn and Tennis Association
- United States Tennis Association

Relations Board (NLRB), the Equal Employment Opportunity Commission (EEOC), the Department of Labor (DOL), the Occupational Safety and Health Administration (OSHA), and correlating state agencies. In the traditional labor arena, Christine has successfully defeated multiple union organization efforts to organize LPN nurses at nursing home facilities before the NLRB and the federal appellate courts.

Christine is well versed in assisting clients in navigating COVID-19 and the virus's impact on the workplace, including developing mandatory and optional vaccination policies and best practices for leave issues.

In addition to being a skilled litigator, Christine designs national employment policies and practices, leave policies, drug testing policies, and confidentiality, non-compete, and non-solicitation programs to ensure her clients have best practices in place to prevent frivolous litigation.

Christine particularly enjoys complex litigation cases that involve the theft of confidential information and trade secrets, breaches of non-compete and non-solicit agreements, fraud, forgery, and defamation in social media.

Christine's proudest moment occurred in an ADA failure-to-accommodate case before a jury in the Eastern District of Louisiana in New Orleans. She obtained a complete dismissal of all claims against her client in less than an hour.

representative experience

- Christine defeated a motion for preliminary injunction in a large scale commercial litigation case involving a forged operating agreement for an LLC. After two days of examination of multiple witness in federal court in Atlanta, GA, including the examination of Christine's client's handwriting expert and Daubert motion arguments, Judge Jones denied the Defendants' request for injunctive relief and accepted Christine's handwriting expert who testified the document at issue in the case is a forgery.
- Christine's team successfully defended ADA and FMLA claims brought against a poultry plant client located in Live

Oak, Florida, winning summary judgment on all counts.

The court determined, among other issues, that wearing a “bump cap” was an essential function of a production employee’s job. *Mattair v. Pilgrim’s Pride Corporation*, No. 17-CV-00211 (M.D. Fla. Mar. 27, 2019)

- The Eleventh Circuit affirmed summary judgment in favor of Christine’s food processing client in another ADA case, which involved a production supervisor. The district court held, and the Eleventh circuit affirmed, that the company’s termination of the supervisor for excessive absenteeism and abuse of the attendance policy was not discriminatory notwithstanding the supervisor’s medical history. *Duckworth v. Pilgrim’s Pride Corporation*, No. 15-CV-01221 (M.D. Fla. Feb. 16, 2018), affirmed, No. 18-11006 (11th Cir, Apr. 9, 2019)
- Christine co-chaired the case of *Lakeland Health Care v. NLRB* from the original hearing before the Board in Tampa, Florida through the appeal to the U.S. Court of Appeals for the Eleventh Circuit. In this matter, a three-judge panel of the U.S. Court of Appeals for the Eleventh Circuit reversed the Board’s decision that licensed practical nurses (LPNs) employed at a long-term health care facility were not supervisors under the National Labor Relations Act. Indeed, the court emphasized that, “while we are mindful of the limited nature of our review in this appeal, this is not a case in which we merely disagree with the board’s conclusions. Our review of the record as a whole reveals that the board meticulously excluded or disregarded record evidence, which, when taken into account, compels a different result.”

publications

- 11th Circuit Clean Sweep for Pilgrim’s Pride Corporation on FMLA and ADA Claims Due to Alleged Repetitive Injury
- Week in Review – What You Need to Know
- Feeding the World vs. Employee Health and Safety: A Balancing Act -- The National Provisioner
- Changes to Georgia Unemployment Benefits: Eligibility, Total Benefits and Employer Obligations
- \$2 Trillion COVID-19 Relief Bill Passes - What Businesses Need to Know Now