

Susan Fahey Desmond



member

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Legal Secretary

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education

The University of Tennessee College of Law (J.D., 1985)

University of Mississippi (B.A., English and History, 1982)

admissions

Mississippi

Louisiana

Colorado

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

U.S. District Court for the Northern District of Mississippi

U.S. District Court for the Southern District of Mississippi

honors

- *The Best Lawyers in America*® (Employment Law – Management, Labor Law – Management, and Litigation – Labor and Employment), 2009-present

Things have changed tremendously for employers over the years. Not only have employment rules and regulations significantly evolved in favor of workers, but employees are more willing to speak up than ever. They're also more willing to file lawsuits than ever before. It's a particularly challenging time for employers, and they need experienced, reliable counsel.

For more than 35 years, Susan Fahey Desmond has helped companies – hospitals, banks and credit unions, manufacturing companies, offshore oil companies, school districts, and others – minimize the cost and disruption of employment disputes. She defends wage and hour, wrongful discharge, non-compete, Family and Medical Leave (FMLA), and other claims. Clients seek her litigation counsel for age, sex, disability, race, religion, and sexual harassment discrimination lawsuits, as well as class actions. She helps employers dispute Equal Employment Opportunity Commission (EEOC) charges and other administrative complaints and navigate the administrative and judicial process. And, perhaps most importantly, she works

- Chambers USA / Louisiana Labor & Employment, 2013, 2014, 2018-present
- *Martindale-Hubbell™* AV Preeminent® Peer Review Rated Lawyer
- Outstanding Young Lawyer in Mississippi, 1997-1998
- *Louisiana Super Lawyers* (Employment & Labor), 2009-2010, 2012-2013, 2015-2020
- "Top Lawyers in New Orleans," 2023

affiliations

- American Bar Association, Labor and Employment Law Section; past chair, Labor Committee; Executive Council Coordinator
- American Bar Association, Young Lawyers Section; Torts and Insurance Practice Section; Emerging Issues Committee
- Federal Bar Association
- Jackson Young Lawyers Association, Director
- The Mississippi Bar Young Lawyers Division, Director
- Mississippi State Bar Association, Labor and Employee Committee (member 2015-present; Vice President, 2017-2018)

with management and HR to resolve issues before they develop into contentious litigation.

In addition, Susan has an active practice counseling employers on employment practices, from advising on employment contracts to drafting and updating employee handbooks to crafting effective workplace policies and procedures. A natural public speaker, she regularly conducts training seminars for managers and employees on various topics, including FMLA and FLSA compliance, employee speech, employer investigations, records retention and destruction, layoffs and downsizing, and more.

Given her extensive representation with the financial services, healthcare, manufacturing, and education industries, Susan prides herself on an innate understanding of her client's operations. Her first step in working with new clients is to tour their facilities, to familiarize herself with their workplace environment, norms, and practices, and hear the way they talk about their work first-hand.

Susan's clients range from companies with 30 employees to Fortune 100 companies. Whether handling terminations with finesse, managing claims of disability discrimination or wrongful termination, or addressing labor concerns, clients know they are in capable hands with Susan's guidance. They rely on her experience inside and outside the courtroom to guide them through complex disputes before and during trial and on appeal.

published articles

"Legal Aspects of Doing Business in North America" (Juris Publishing, 2012) [Contributing Author]

"Complying with Employment Regulations," 2011 ed (Leading Lawyers on Analyzing Legislation and Adapting to the Changing State of Employment Law, Aspatore Books)

"International Labor and Employment Laws," ABA Section of Labor and Employment Law (2003 to the present)

Employment Law, A Practical Compliance Reference (M. Lee Smith Publishers, 2010, 2011, and 2015)

"Fair Labor Standards Act," Mississippi Employment Law Practice Handbook (University of Mississippi, 2009 and 2003)

Mississippi Employment Law Letter (2003- 2011)

"The Latest Public Sector Labor and Employment Law
Developments," Public Sector Employment Law (2005)

"Significant New Developments in Discrimination and Retaliation
Law," Public Sector Employment Law (2005)

"Employment Law Issues on the Information Superhighway,"
Mississippi Business Law Journal (1997)