



## Grant B. Osborne

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### Professional Experience

Grant's practice experience of more than 30 years encompasses a wide range of issues that arise in employment and labor law. He provides counsel to clients in the health care, financial, hospitality, construction, business services, employee staffing, and non-profit sectors. Grant represents clients in state and federal courts as well as administrative agencies. He regularly advises employers of all sizes and litigates civil cases regarding all forms of employment discrimination, wrongful discharge, unlawful retaliation, contractual issues, personnel policies and practices, and wage and hour issues.

Grant also has advised and represented employers with respect to their rights and obligations arising under laws pertaining to collective bargaining and labor unions. He is a frequent lecturer regarding all aspects of the employment relationship that arise under numerous federal and state laws, and often represents employers before the U.S. Equal Employment Opportunity Commission, the National Labor Relations Board, and federal and state "wage and hour" agencies. He also serves as a mediator and is certified by the North Carolina Dispute Resolution Commission. Grant served as the Chairman of the North Carolina Bar Association's Labor and Employment Law Section (from 2015 to 2016).

### Practice Concentrations

Employment Litigation

Employment Discrimination and Harassment

Employment Contracts, Compensation, Policies, and Benefits

Labor-Management Relations and Union Avoidance

Wage and Hour Law

Commercial Litigation

Real Estate Litigation

### Education

J.D., Duke University School of Law, 1985

B.A., Duke University, 1981

### Admitted to Practice

North Carolina, 1986

All state courts in North Carolina

United States Court of Appeals for the Fourth Circuit

United States District Court for the Eastern and Western Districts of North Carolina

## Honors and Distinctions\*

"Legal Elite," *Business North Carolina*, Labor and Employment, 2009, 2017, and 2021

"Go To Thought Leader," *National Law Review*, 2020



## Representative Experience

Litigation involving employer's alleged contractual liability for substantial unpaid workers' compensation insurance premiums; in temporary employee leasing industry

Representation of employer in construction industry in extensive collective bargaining negotiations with labor union in effort to secure collective bargaining agreement in accordance with National Labor Relations Act

Representation of medical practice in litigation with former employee regarding alleged liability for unpaid wages under federal and state "wage and hour" laws and alleged employment discrimination

Representation of various companies in negotiations with governmental agencies regarding alleged mischaracterization of employees as independent contractors and resulting alleged unpaid wage and tax liabilities

Representation of government-funded non-profit corporation in civil action against former employee accused of embezzling substantial funds from former employer and related settlement negotiations

Representation of surgical practice in civil action brought by former employees against former employer accused of having engaged in unlawful employment discrimination and related settlement negotiations

Representation of manufacturer with large workforce before U.S. Equal Employment Opportunity Commission with respect to charges of employment discrimination arising under, e.g., Title VII of Civil Rights Act of 1964 and Americans with Disabilities Act of 1990

Representation of continuing care retirement community before National Labor Relations Board with respect to "unfair labor practice" charges.

## Professional and Community Affiliations

Asheville Area Chamber of Commerce (Leadership Asheville Alumnus, Class XIV)

Biltmore Park Homeowners Association (board of directors, past member)

Central United Methodist Church (Staff Parish Relations Committee, past member)

City of Asheville Citizens Police Advisory Committee (past member)

Federal Bar Association — Section: Labor and Employment Law

North Carolina Association of Defense Attorneys (charter member, Employment Law Committee)

North Carolina Bar Association — Sections: Labor and Employment Law (former chairman; former council member); Litigation

North Carolina Dispute Resolution Commission, Mediator

Rotary Club of Asheville

Society for Human Resource Management

Western Carolina Medical Society (former Development Council Chair)

Western North Carolina Human Resource Association (former member of the board of directors; former Governmental Affairs liaison)

Western North Carolina Medical Managers Association

Western Carolina Rescue Ministries, Inc. (former member, board of directors)

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*\* Please see the following websites for an explanation of the membership standards for the following recognitions: [www.bestlawyers.com](http://www.bestlawyers.com); [businessnc.com/special-sections/legal-elite/](http://businessnc.com/special-sections/legal-elite/); and [www.superlawyers.com/north-carolina](http://www.superlawyers.com/north-carolina).*