

## Lance Andrew Bowling

Senior Counsel

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### Focus Areas

Labor Management Relations  
Arbitration  
Hiring, Performance Management and Termination  
Energy  
Construction

### Overview

Lance Andrew Bowling is an accomplished labor and employment lawyer who, during his career, has led a team of over ten labor and employment lawyers and paralegals for an international energy infrastructure company, single-handedly led labor and employment for small international corporations, and served as a senior team member of a labor and employment law function for one of the world's largest public companies. His work in these roles has ranged from traditional labor law to mass litigation management, employment advice, international labor and employment, executive change, management of benefits and compensation issues and everything in between. Lance is a trusted counselor to chief legal officers and other c-suite professionals all the way down to front line management.

Over the course of his years in the practice of law, traditional labor law has been a focal point in Lance's career. This has included Lance's active leadership in over 20 union avoidance matters, over 120 labor negotiations (including master negotiations involving 20-plus union locals), numerous investigations and trials before the National Labor Relations Board (NLRB), advice and counsel on preparation for labor disputes, court hearings involving picket line misconduct, and several labor arbitration disputes. In addition, he served as Labor Relations COE while working for a multinational manufacturing company and led labor relations for a power and gas utility operating in the Gulf South.

Lance is a frequent speaker on labor and employment law topics.

## Professional and Community Affiliations

- Board of Directors, Alumni Association, Cornell University School of Industrial & Labor Relations, 2023
- Member, American Petroleum Labor Lawyers Association, 2013-2018
- Board Member, South Montgomery Girls Softball League, 2018
- Member, Briar Club House and Legal Committee, 2012-2014
- Member, New Orleans Young Leadership Council, 2000-2003
- Adjunct Professor, Hospitality Law, University of New Orleans, 1999
- Volunteer Legal Consultant, Goodwill Industries, 1998-2003
- Coach, UCAL Girls' basketball ('11-'14); Upward & I9 coed basketball ('16); SMGSL softball ('16-'18)

## Education

J.D., University of Memphis Cecil C. Humphreys School of Law, 1996

B.S., Cornell University School of Industrial and Labor Relations, 1991

## Bar Admissions

Texas

Tennessee

Georgia

Louisiana

## Courts

U.S. District Court, Southern District of Texas

U.S. District Court, Eastern District of Louisiana

## Publications & Press

### **Contributor, covering the Class Action Fairness Act**

*CAFAlawblog.com*

2007-2009

### **Contributor, Labor and employment law**

*Louisiana Bar Journal*

2001

## Speaking Engagements

**2023 Houston Regional Employer Conference**

Houston, TX

October 18, 2023