

## Gregory W. Guevara

### Profile

Greg Guevara is a partner in the Labor and Employment Group, representing national, regional and local businesses in labor and employment matters and litigation. He has extensive experience representing, counseling and training employers in all aspects of federal and state law compliance, including discrimination (Title VII/ADA/ADEA), sexual harassment, disability/reasonable accommodation, FMLA, wage/hour, non-compete/confidentiality agreements, trade secrets, executive compensation, severance agreements, alternative dispute resolution, personnel policies, employee handbooks, workplace investigations, lay-offs/reductions-in-force, wage claims, wrongful discharge, unemployment compensation, OSHA, and other federal and state employment laws. He also represents management in traditional labor law matters, including union avoidance, unfair labor practice claims, collective bargaining, and grievance arbitration. Mr. Guevara regularly represents employers in litigated matters in federal and state court and before administrative agencies (including the EEOC, Indiana Civil Rights Commission, and National Labor Relations Board). In addition, Mr. Guevara serves as general counsel to Shepherd Community Center and works with other faith-based non-profit organizations located in central Indiana.

Mr. Guevara began his law career with Bose McKinney & Evans LLP and then practiced with the Columbus, Ohio office of Jones Day. Before returning to Bose in August 2006, he served as Managing Director and Legal Counsel for Great Commission Ministries, Inc., an international mission organization based in Orlando, Florida. His experience in private practice, board governance and non-profit management gives him the ability to provide practical guidance and sound management advice to businesses dealing with a full range of employment-related issues.

### Education

University of Michigan Law School (J.D., *cum laude*, 1992)  
University of Michigan (B.A. in political science, high honors and high distinction, 1989);  
Member, *Phi Beta Kappa*

### Honors / Awards

*The Best Lawyers in America*® (2011-2012); *Chambers USA* "Band 3" designation in labor and employment law (2010)

### Representative Matters

- Successfully defended three-year, multi-city union organizing campaign by national service employees union against Indianapolis-based commercial cleaning contractor.
- Won high-profile NLRB case seeking reinstatement of so-called "unfair labor practice" strikers.
- Prevailed in collective bargaining negotiations resulting in union abandoning the bargaining unit.
- Secured and collected seven-figure monetary judgment against former CEO of credit union for fraud on a financial institution.
- Obtained preliminary injunction and six-figure monetary recovery against former employees of regional company who left to work for competitor in violation of their non-compete agreements.
- Secured favorable result in complex multi-party FLSA lawsuit and related state court litigation.
- Defended regional health care systems in California and Maryland in refusal to bargain unfair labor practice cases.
- Won summary judgment in class action wage claim under Indiana law.
- Prevailed in multiple federal discrimination lawsuits through summary judgment.
- Represented multiple employers in defense of wage/hour audits by the U.S. Department of Labor.
- Negotiated dozens of favorable settlements on behalf of companies in litigated matters.

### Appointments / Memberships

- Chairman, Board of Directors, Great Commission Ministries, Inc., Orlando, Florida
- Elder and Member of Governing Board, Grace Community Church, Noblesville, Indiana
- Member, Indianapolis and Indiana State Bar Associations (Labor and Employment Law Sections)
- Former Member, Board of Directors, Neighborhood Christian Legal Clinic, Indianapolis, Indiana (2009-2010)
- Former Member, Advisory Board, Safe Families of Indiana, Indianapolis, Indiana



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**University Of Michigan Law  
School**

### Admissions

Indiana

Ohio

**Gregory W. Guevara**