



## Michael P. Gardner

Associate

Practice Areas: Labor and Employment, Litigation and Dispute Resolution

10 South Jefferson Street, Suite 1400  
Roanoke, VA 24011  
P. 540-983-7533 / F. 540-983-7711  
[mgardner@woodsrogers.com](mailto:mgardner@woodsrogers.com)

**Mike Gardner is a member of the firm's Labor and Employment group and assists clients in preventing and resolving workplace issues, including discrimination claims, non-compete and severance issues, and wage disputes, among other topics.** He defends employers from claims filed in federal and state court as well as with state and federal agencies such as the Equal Employment Opportunity Commission. Michael is a presenter at Woods Rogers' annual Labor and Employment Seminar series.

After graduating from Washington and Lee University Law School, Mike clerked for the Hon. Jackson L. Kiser in the U.S. District Court for the Western District of Virginia. While clerking, Mike worked on many labor and employment cases and gained insight into how federal courts analyze claims that arise under the myriad statutes governing the relationships among employers, employees, and unions.

Mike's experience also includes tort defense, concentrated predominantly in defending medical malpractice claims. He has also defended clients against claims arising from motor vehicle accidents and premises liability "slip and fall" cases. He has experience navigating the complex procedural aspects of the Judicial Panel on Multi-District Litigation and pretrial consolidation.

### Thought Leadership

#### Legal Updates:

- *Supreme Court Sets New Rules for Pregnancy Discrimination Claims*
- *Unionized or Not, You Should be Concerned About These Board Decisions!*
- *The Hobby Lobby Case: Perspective After the Decision*

#### Annual Labor and Employment Seminars:

Creating and Maintaining the Employment Relationship & Avoiding and Resolving Disputes (2015)

Managing an Electronic Workplace: Business Interests vs. Employee Privacy (2014)

Dealing With the Government is a High Wire Act. Do You Know if You're Considered to be a Federal Contractor? (2014)

### Education

Washington and Lee University, J.D., 2010  
Hampden-Sydney College, B.A., 2005

### Admissions

Supreme Court of Virginia

U.S. Court of Appeal, Fourth Circuit

U.S. District Court, Eastern District of Virginia

U.S. District Court, Western District of Virginia

Virginia State Bar

### Affiliations

Roanoke Bar Association

Society of Human Resource Management (SHRM)  
— National, Roanoke Valley, Danville, and Blue Ridge Chapters; Legislative Chair, Roanoke Valley SHRM

Rotary Club of the Blue Ridge— New Generations

Ted Dalton American Inn of Court

Virginia Bar Association— Regional Chair, Young Lawyers Division