



## **Christine S. Tenley**

**Partner** | Atlanta, GA

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### **Paralegal**

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### **Services**

Labor & Employment, Commercial / Corporate Litigation,

Christine is an accomplished 20-year litigator with a winning track record in defending poultry processing facilities and manufacturers in the southeast. Her expertise includes workplace investigations; compliance with federal and state employment laws; risk management of issues specific to food processing facilities, such as the intersection of attendance policies and compliance with the FMLA and ADA, drug use and best practices for testing, responding to repetitive motion health conditions, and prevention of frivolous workers' compensation retaliation claims; and compliance with DOL, OSHA and USDA regulations.

Recently, Christine's team successfully defended ADA and FMLA claims brought against a poultry plant client located in Live Oak, Florida, winning summary judgment on all counts. The court determined, among other issues, that wearing a "bump cap" was an essential function of a production employee's job. Mattair v. Pilgrim's Pride Corporation, No. 17-CV-00211 (M.D. Fla Mar. 27, 2019)

Additionally, the Eleventh Circuit recently affirmed summary judgment in favor of Christine's food processing client in another ADA case, which involved a production supervisor. The district court held, and the Eleventh circuit affirmed, that the company's termination of the supervisor for excessive absenteeism and abuse of the attendance policy was not discriminatory notwithstanding the supervisor's medical history. Duckworth v. Pilgrim's Pride Corporation, No. 15-CV-01221 (M.D. Fla. Feb. 16, 2018), affirmed, No. 18-11006 (11th Cir, Apr. 9, 2019)

Christine's litigation practice covers state and federal matters in Alabama, Florida, Georgia, and Louisiana. She strives to provide better business results by going above and beyond standard expectations. She prides herself on being committed to client responsiveness and efficiency in all aspects of her practice.

Christine has first-chair trial experience. In an ADA failure-to-accommodate case before a jury in the Eastern District of Louisiana, Christine obtained a complete defense verdict for her client after less than an hour of jury deliberations.

## **Publications**

- *Society for Human Resource Management: Safeguarding Employees from Workplace Violence*

## **Education**

J.D., Tulane University Law School, (1998)

B.A., with highest honors, Villa Julie College n/k/a/ Stevenson University, (1993)

Vanguard Scholarship

## **Licensed In**

Alabama, Georgia, Louisiana

## **Honors & Awards**

- *Georgia Super Lawyers*, Rising Star (2007, 2009)

## **Professional Associations**

State Bar of Georgia

Atlanta Bar Association

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