

Richard G. Vernon, Esq.
Principal



Areas of Practice:
Employment and Labor

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Birth Information:

- New York City

Past Employment Positions:

- National Labor Relations Board, Office of General Counsel, 1968 - 1973

Education:

- Columbia Law School, New York, New York, 1968
LL.B.
- Haverford College, 1965
B.A.

Bar Associations and Professional Organizations:

- Maryland Bar Association, Employment Law Section
Member
- District of Columbia Bar Association, Employment Law Section
Member
- Montgomery County Bar Association Employment Law Section
Member
- D.C. Bar's Labor Relations Section, 1992 - 1994
Co-chairman of the EEO Committee

Biography

Mr. Vernon co-chairs the firm's Employment and Labor Group. A graduate of Haverford College and Columbia University School of Law (N.Y.), he previously served on the staff of the General Counsel, National Labor Relations Board (NLRB), in Washington, D.C. and as a trial attorney in the NLRB's regional office in Philadelphia. He has been in private practice since then. He represents employers in all matters that involve employment and the workplace. His clients include private corporate employers in a wide variety of industries, ranging in size from small to very large firms with hundreds of employees, and public institutions, including one of Maryland's largest cities.

In particular, Mr. Vernon defends employers against all workplace claims made either by individuals (applicants, employees, and former employees) or by governmental agencies or other organizations. Of particular note is the fact that in nearly 20 years, administrative agencies have ruled against Mr. Vernon's clients in only two of well more than 100 discrimination cases. Mr. Vernon's wide-ranging practice also involves extensive counseling and advice relating to compliance with all applicable employment statutes and regulations and with judicial and administrative rulings, principally in an effort to reduce the risk of litigation. Of note here is the fact that he has successfully counseled employers in more than 1000 employee discipline or discharge matters, with the end result that either no administrative charge or other claim was ever filed or that any charge filed was dismissed. Mr. Vernon also is the author of articles on various employment issues and frequently speaks on EEO issues, including about employers' rights and obligations

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with respect to employees who have health-related conditions.

Mr. Vernon is a member of the Maryland and District of Columbia bars and is a member of the Maryland, Montgomery County, and District of Columbia Bar Associations' Employment Law sections. He also previously served as Chairman of the EEO Committee of the Labor Relations Section of the District of Columbia Bar.

Honors and Awards

In recent years, Mr. Vernon has been a Finalist in the Washington Business Journal's "Top Washington Lawyers", Employment Law Category. He has also been named by Washington SmartCEO Magazine as 1 of 35 lawyers in the "Greater Washington Legal Elite"



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