



Burch, Porter & Johnson, PLLC  
130 North Court Avenue | Memphis, TN 38103  
901.524.5000 phone | 901-524-5024 fax  
www.bpjlaw.com

## Lisa A. Krupicka

### Member

Email: lkrupicka@bpjlaw.com

Phone: 901.524.5121

Fax: 901.524.5024



### PRACTICE AREAS

- Education, Charitable & Not-For-Profit Organizations
- Labor & Employment Law

Lisa Krupicka joined the firm in 1987 and has been a member since 1995.

Her practice is focused primarily on advising and representing employers on a variety of employment-related matters, including employee handbooks, training, internal investigations, wage and hour issues, labor relations, and employee discipline and termination. She also advises businesses on compliance with the accessibility requirements of Title III of the Americans with Disabilities Act. Her litigation experience includes claims for race, sex, age, disability, national origin, religious and age discrimination; constitutional claims under 42 U.S.C. Â§ 1983, Title III ADA litigation, ERISA discrimination and benefits claims, as well as wage and hour class actions. Ms. Krupicka is also a frequent speaker on employment-related topics for various professional and industry groups.

### REPRESENTATIVE MATTERS

- Obtained temporary restraining order and preliminary injunction for client in federal court action to enforce restrictive covenants in employment agreement.
- Successfully defended federal court action for injunctive relief in student discipline case.
- Obtained summary judgment for client in Title IX sexual harassment case, upheld by Sixth Circuit Court of Appeals.
- Obtained summary judgment for client in Title VII race and sex discrimination case.
- Advisor to healthcare client's vaccination accommodation committee.
- Regularly advises clients on employment matters for multi-state locations.
- Leads the City of Germantown as City Attorney for employment-related matters, including internal investigations, discipline, hiring and termination, training, response to administrative charges, and development of policies.
- Leads the Town of Collierville as the Town Attorney for employment-related matters, including internal investigations, discipline, hiring and termination, training, response to administrative charges, and development of policies.
- Regularly represents management in litigation involving disability, race, age, national origin, religious and sex discrimination and sexual harassment.
- Conducts internal investigations involving executive level employees.
- Performs wage and hour audits and defends employers in administrative and class action litigation.
- Litigates and advises employers on the enforceability of employment covenants.
- Obtained defense verdict in jury trial for Fortune 500 employer in malicious prosecution case brought by former employee.
- Obtained defense verdict in jury trial for Fortune 500 employer in sexual harassment case.
- Obtained defense verdict in jury trial for client in Title VII religious discrimination case.



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- Obtained defense verdict in jury trial for client in disability discrimination case under the Americans with Disabilities Act.
- Regularly conducts training for managers on wage and hour issues, discipline, hiring and termination, performance assessment and administration of leave programs.
- Advises and defends secondary schools and institutions of higher education in matters related to Title IX, FERPA, and the Clery Act.

### EDUCATION

- Duke University (J.D., 1986), with high honors; Order of the Coif; Editorial Board, Duke Law Journal(1985-1986)
- Rhodes College (B.A., 1983), magna cum laude; Phi Beta Kappa

### PROFESSIONAL HONORS AND ACTIVITIES

- Recognized in the area of Labor & Employment in Chambers USA: America's Leading Lawyers for Business (2023)
- Tennessee Supreme Court Listed Rule 31 Mediator
- Named Best Lawyers® "Lawyer of the Year" for Litigation - Labor and Employment in the Memphis area (2021)
- Ranked by Chambers USA: America's Leading Lawyers for Business in Band 3 in the area of Labor & Employment in Tennessee (2017-present)
- Named Best Lawyers® "Lawyer of the Year" for Litigation - Labor and Employment in the Memphis area (2019)
- Named Best Lawyers® "Lawyer of the Year" for Employment Law - Management in the Memphis area (2017)
- Recommended in the Chambers "Leaders in Their Field" for Labor & Employment, Tennessee (2016)
- Named to Best Lawyers in America® list in the areas of Employment Law - Management and Litigation - Labor and Employment (2011-present)
- Fellow, College of Labor and Employment Lawyers (Chair, Sixth Circuit Credentials Committee)
- Named an "Power Player" in Employment Law by Memphis Business Quarterly/Inside Memphis Business(2010-present)
- Named to the "Top 100 Tennessee Super Lawyers" list (2008-present)
- Named to the "Top 50 Memphis Super Lawyers" list(2008-present)
- Named to the "Mid-South Super Lawyers The Top 50 Women" list(2011-present)
- Named to the Mid-South Super Lawyers list in the area of Employee Litigation: Defense (2006-present)
- Emeritus member, Leo Bearman, Sr. Chapter of the American Inns of Court
- Memphis Bar Association Presidential Award for Outstanding Service (2014)
- Hearing Panel Member, Board of Professional Responsibility of the Supreme Court of Tennessee (2001-2007)
- Chair, Memphis Bar Association Section on Labor and Employment Law (2001)
- Fellow, American Bar Foundation
- Fellow, Tennessee Bar Foundation
- Fellow, Memphis Bar Foundation
- Member, Association for Women Attorneys



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## Lisa A. Krupicka

- Member, Board of Directors, Memphis Bar Association (2003–2004, 1999–2000; Young Lawyers Division (1990–1992)
- Member, Duke University Alumni Advisory Committee (1987-present)
- Law Clerk to the Honorable Julia Smith Gibbons, Judge, U.S. District Court for the Western District of Tennessee (1986-1987)

### PUBLICATIONS AND PRESENTATIONS OF NOTE

- Presenter, "Employee Handbook Essentials," 2023 Legal Day Conference, Society for Human Resources Management (April 2023)
- Presenter, "Managing Employee Performance," 2022 Legal Day Conference, Society for Human Resources Management (April 2022)
- Presenter, "The Biden Administrations' Employment Agenda," 2021 Legal Day Conference, Society for Human Resources Management (April 2021)
- Guest Columnist, "[Coronavirus and Common-Sense Measures Employers Should Take](#)," Memphis Business Journal (March, 2020)
- Presenter, "Opioids in the Workplace: What Can HR Do?" 2019 Legal Day Conference, Society for Human Resource Management (March 2019)
- Presenter, "Accommodations under the Americans with Disabilities Act," Memphis Bar Association Labor & Employment Law Section (December 2019)
- Presenter, "What Every Boss Should Know," Greater Memphis Chamber of Commerce Lunch in the Know (August 2019)
- Chapter Editor, WORKPLACE HARASSMENT LAW (Gilbert F. Casellas and Diane M. Soubly, eds., 2d ed. 2018)
- Presenter, "Common Mistakes in Administering the FMLA," International Public Management Association for Human Resources, Tennessee Chapter, West Tennessee HR Forum (April 2019)
- Regular contributor, BPJ Your Business & the Law: A Labor & Employment Newsletter (Monthly newsletters can be found by going to [www.bpjlaw.com/firm/newsletters](http://www.bpjlaw.com/firm/newsletters))
- Author, "[EEOC V. Dollar General: A Case Study in Sexual Harassment Investigations](#)," HR Professionals Magazine (July 2018)
- Panelist, "Return to Work Issues," ABA Section of Labor and Employment Law 10th Annual Labor and Employment Law Conference (November, 2016)
- Author, "Managing Employee Absences in a Regulatory Thicket," HR Professionals Magazine (August 2016)
- Presenter, "Employment Law Issues for Emergency Responders," University of Mississippi School of Law E-911 Conference (October 2015)
- Presenter, "Wage & Hour Issues," Greater Memphis Chamber of Commerce HR Summit (October 2015)
- Presenter, "You Say 'Independent Contractor' and the DOL Says 'Employee,'" Burch, Porter & Johnson Client Seminar (September 2015)
- Panelist, "Workplace Trends – What Is Hot and What Is Not," ALFA International Client Seminar (March 2015)
- Moderator, "Tell That Intern to Get Off Her iPhone and Bring Me a Latte: Hot Topics in Wage & Hour Law," ALFA International Client Seminar (June 2014)
- Presenter, "Wage and Hour Update," University of Mississippi CLE Program (December 2013)
- Presenter, "Bullying and Harassment in the Workplace," Greater Memphis Chamber of Commerce HR Summit (November 2013)



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## **Lisa A. Krupicka**

- Author, "More Things Non-Union Employers Don't Know about the NLRB," HR Professionals Magazine (November 2013)
- Presenter, "Wage and Hour Worries," Burch, Porter & Johnson Client Seminar (October 2013)
- Presenter, "Class and Collective Actions," Mid-South Regional Program of College of Labor and Employment Lawyers (September 2013)
- Author, "United States v. Windsor: The End of the Defense of Marriage Act?" HR Professionals Magazine (May 2013)
- Presenter, "Employment Law Primer for Business," Tennessee Society of Professional Engineers (March 2012)
- Presenter, "Social Media and Other Hot Topics," Burch, Porter & Johnson Client Seminar (January 2012)
- Presenter, "Social Media Update," University of Mississippi CLE Program (December 2011)
- Moderator, "That Fateful Day: Legal and Historical Perspectives on the Assassination of Dr. Martin Luther King, Jr.," University of Memphis School of Law (April 2011)
- Moderator, "Staying Ahead of the Game: How Employers Can Cope with Changing Laws and Increased Regulatory Scrutiny," ALFA International Client Seminar (November 2010)

### **COMMUNITY INVOLVEMENT**

- Board of Directors, National Civil Rights Museum (2005 to present; Executive Committee, 2010 to present)
- Board of Directors, The Work Place, Inc. (1997-2002; Secretary 2002)
- Commissioner, Memphis Landmarks Commission (1993-2003; Chairman, 1995-1997)
- Member, Duke University Alumni Advisory Committee (1987-present)

### **ADMITTED TO PRACTICE**

Tennessee, 1986

### **BAR ASSOCIATIONS**

American Bar Association

Tennessee Bar Association

Memphis Bar Association

Association for Women Attorneys