

# W. Melvin Haas, III

PARTNER

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- Recognized as a Georgia Super Lawyer by *Super Lawyers*
- 2016 Hall of Fame Inductee for "The Nation's Most Powerful Employment Attorneys" by *Human Resources Executive Magazine*
- Named one of the "Top 20 Most Powerful Labor Attorneys" by *Human Resources Executive Magazine*, 2012-2015
- Named one of the "Top 10 Most Powerful Labor Attorneys" by *Human Resources Executive Magazine*, 2010
- Named one of the "Most Powerful Employment Attorneys" by *Human Resources Executive Magazine*, 2009
- Vice Chairman of the U.S. Chamber of Commerce's Labor Relations Committee
- Recognized in the publication, *Best Lawyers in America*
- Named one of the Top One Hundred Labor Attorneys in the United States by Labor Relations Institute, Inc.
- Fellow of the American Bar Association
- Fellow in College of Labor and Employment Lawyers
- AV® Preeminent™ Peer Review Rated By Martindale-Hubbell
- Immediate Past President of Georgia Defense Lawyers Association
- Recognized in Chambers USA Guide
- Head of Constangy's Macon Office
- Handled over 150 union elections, including several of over 1000 employees in voting unit; won 98% of all elections
- Assisted companies in due diligence, mergers, acquisitions and decertifications
- Represented in case hearings, objections case hearings, as well as arguments before the Courts of Appeals
- Successfully defended a company in 10(j) proceedings and obtained injunctions in strikes
- Acted as the collective bargaining spokesman in numerous collective bargaining proceedings and arbitrations

## **Macon**

577 Mulberry Street  
Suite 710  
Macon, Georgia 31201-8588

## **West Point**

709 3rd Avenue  
West Point, Georgia 31833

## **Practices**

Labor Relations

## **Practice Emphasis**

Labor relations counseling  
Union avoidance  
Union campaigns  
NLRB litigation  
Arbitrations and contract negotiations  
Wage and hour counseling  
Employment law advice and litigation  
Merger and acquisition advice

## **Industries**

Manufacturing  
Transportation, Airline & Automotive

## **Education**

**University of Alabama School of Law**

- J.D., 1971

**Emory University**



**CONSTANGY  
BROOKS, SMITH &  
PROPHETE LLP**

# W. Melvin Haas, III

- Provided companies with preventative training in all areas of employment law and conducted numerous mock union campaigns as a training exercise
- Speaks regularly for the state Chamber of Commerce, the Developing Labor Law Section Midwinter meetings for the American Bar Association, the Georgia Employers' Association, the Georgia Defense Lawyers Association, and SHRM chapters
- Contributes regularly to the Mercer University Law Review and has authored several BNA articles
- Former attorney with the NLRB
- Successfully represented management in the largest elections in Georgia (1,500 voters) and North Carolina (one with 2,200 voters and another with 6,000) in the last fifteen years

See what Mel's clients say about him...

## Honors & Recognitions

- Best Lawyers in America© (2007-2020)
- Named one of the "Top 20 Most Powerful Labor Attorneys" by *Human Resources Executive Magazine* (2012-2015)
- Recognized as a Georgia Super Lawyer by *Super Lawyers* (2012-2020)
- Named one of the "Top 10 Most Powerful Labor Attorneys for 2009" by *Human Resources Executive Magazine*
- Named one of the Top One Hundred Labor Attorneys in the United States by Labor Relations Institute, Inc.
- Recognized in Chambers USA Guide
- Martindale-Hubbell AV Preeminent® Peer Rated for Highest Level of Professional Excellence

## Professional & Civic Associations

- Vice Chairman of the Labor Relations Committee of the US Chamber of Commerce
- Board of Directors of the Georgia Employers' Association
- Board of Directors of the State Chamber of Commerce
- Board of Directors, Executive Vice President and President (current) of the Georgia Defense Lawyers Association
- Board of Directors of the U.S. Chamber of Commerce

- B.A., Chemistry, 1968

## Bar & Court Admissions

Alabama, 1971

Georgia, 1977

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- Fellow of the College of Labor and Employment Lawyers
- Member, Vineville United Methodist Church
- Member, Cashier United Methodist Church

## Client Presentations & Firm Publications

- It's Official: Temps and regular employees can be combined in one bargaining unit, NLRB says, 7.19.16

## Speaking Engagements & Industry Publications

- "Protected Concerted Activity," Video, Middle Georgia CEO, December 2018
- Contributing Editor to the Developing Labor Law, BNA, 1979-Present, and Chapter Editor, 2002 to present
- Co-Author, Wrongful Termination Under Georgia Law, 1988
- Co-Author, Section 7 Update, The Labor Lawyer, Spring 1988
- Co-Author, Injuries in the Workplace, Georgia Labor and Employment Law, 1993
- Co-Author, The Elusive Law of Intermittent Strikes, The Labor Lawyer, Summer 1998 and in the Dec. 19, 1998, edition of the Daily Labor Report
- Co-Author, Labor & Employment Law, Annual Survey of Georgia Law, 2001, 53 Mercer Law Review 349, 2002-2004
- Annual Mercer University School of Law Survey
- Panelist with Robert J. Battista; Chairman of the National Labor Relations Board, "Recent Developments and Critical Issues Before the NLRB, High Stakes Employment Litigation Seminar, Spring 2005.
- American Bar Association presentation, *Elusive Law of Intermittent Strikes*
- Editor of the 2007 Georgia's Defense Lawyers' Association Law Journal
- Oakwood - The Strategic and Tactical Implications
- Speaker, ABA Section of Labor and Employment Law Program "National Labor Relations Act Basic Law and Procedures." Summer 2008
- U. S. Chamber of Commerce, "Employers Free Choice Act" and "Corporate Campaign Seminar 2010"
- "The 'Obama' National Labor Relations Board: The Potential Use of Rulemaking To Enhance Union Organizing," U. S. Chamber of Commerce *NLRB Insight* September 2010