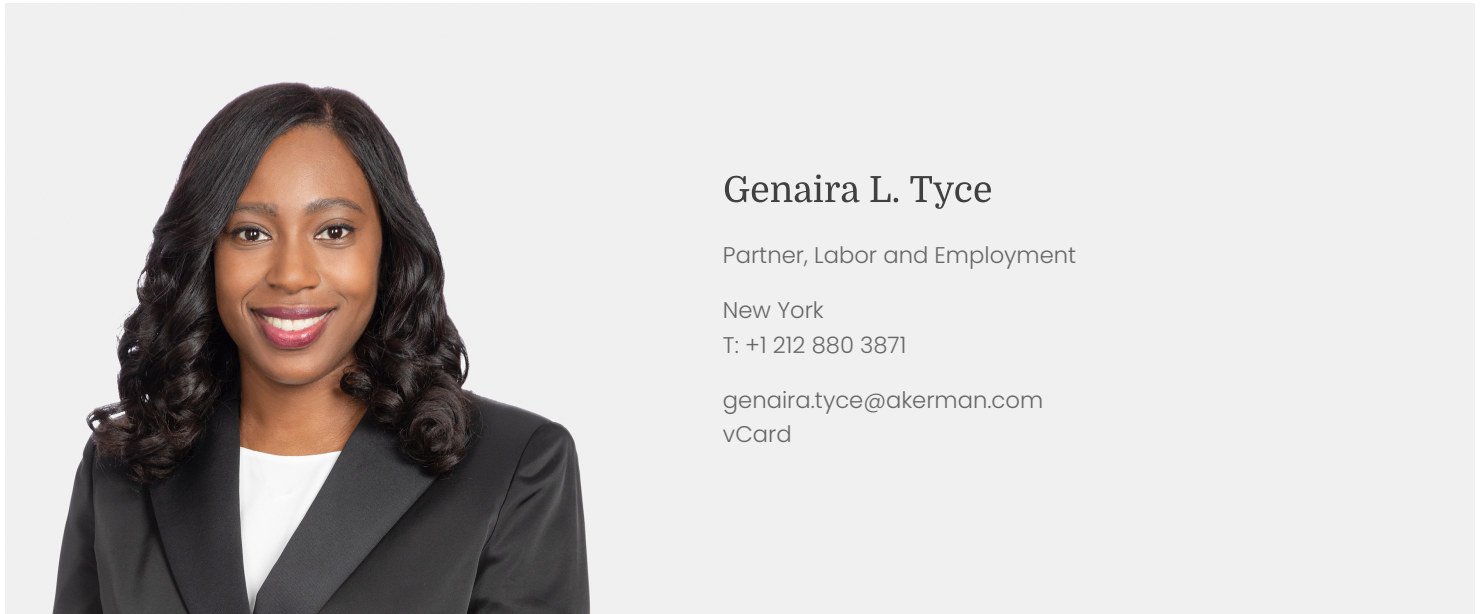


People



Genaira L. Tyce

Partner, Labor and Employment

New York

T: +1 212 880 3871

genaira.tyce@akerman.com

vCard

Genaira L. Tyce represents employers in a wide array of traditional labor law and employment law matters, with a substantial portion of her practice devoted to advising and counseling employers that are actively confronting union organizing campaigns and those that have unionized workforces. Genaira draws on her nearly 10 years of experience as a former senior field attorney with the National Labor Relations Board (NLRB) to counsel employers in NLRB led election proceedings, union card check, and voluntary recognition procedures; respond to NLRB subpoenas compelling document production and individual testimony; conduct management training on the implications of organizing efforts in the workplace; defend employers against claims of unfair labor practices; and negotiate collective bargaining agreements on behalf of clients.

Given her extensive NLRB experience investigating, litigating, and negotiating difficult labor law cases with complex and often controversial factual and legal issues and widespread economic implications, Genaira is skilled in absolving unfair labor practice charges and negotiating pre-trial settlements to help clients avoid trial whenever possible. When a hearing is unavoidable, however, Genaira has considerable experience serving as first chair in unfair labor practice litigation involving collective bargaining, adverse employment actions, joint employer, successorship, workplace rules, strikes, and other issues arising under the National Labor Relations Act.

Genaira also represents employers in local, state, and federal administrative and trial proceedings involving claims of discrimination, harassment, and retaliation on the basis of race, gender, sexual orientation, age, and other protected classifications, and regularly conducts internal investigations, trainings, and wage and hour audits for clients. She also drafts handbook policies to comply with local, state, and federal law.

Notable Work

For Non-Union Employers:

Areas of Experience

Labor and Employment
Traditional Labor Law
Employment Administrative Claims Defense
Employment Litigation
Employment Training and Compliance
Higher Education and Collegiate Athletics

Education

J.D., Duke University School of Law
B.A., Hampton University, magna cum laude

Admissions

Bars

New York

Courts

U.S. District Court, Southern District of New York
U.S. District Court, Eastern District of New York

Related Content

Genaira Tyce to Speak on Post Election Impacts on Labor and Employment Law
March 07, 2025

Akerman Sponsors the ABA's 2025 Committee on Development of the Law Under the NLRA Midwinter Meeting
February 23, 2025

Genaira Tyce to Speak on Strikes in the Workplace
June 12, 2024

- Counseled union-friendly non-profit client through union organizing campaign and voluntary recognition process
- Provided c-suite level executives, mid-management, and front-line supervisors with training on how to effectively respond to union organizing activity
- Advised non-union client concerning the successful implementation of a reduction in force, in compliance with WARN obligations and EEOC considerations

For Union Employers:

- Developed and implemented labor negotiations strategy and policies for unionized clients in response to all workplace issues arising as a result of COVID-19, including reductions in force, health and safety protocols, and return to work plans
- Created litigation strategy for grievance arbitration defending client decision to discharge employee pursuant to the parties' newly agreed upon, but never challenged "gross insubordination" language in the CBA's discipline and discharge provision. Union settled matter for nominal fee after client opening statement outlining just cause for the discharge
- Developed and implemented first-contract bargaining labor negotiation strategy for charter school client
- Successfully defended clients against unlawful termination allegations presented before the National Labor Relations Board

Principal Employment Law:

- Conducted internal investigations related to a transgendered employee's claim of discrimination, a female employee's claim of harassment, and black employees' claims of discrimination and harassment. Resolved all matters without employees filing formal discrimination charges against clients
- Conducted high-stakes internal investigation involving c-suite level manager concerning allegations of sex and age discrimination, harassment, and hostile work environment
- Conducted NYC and NYS compliant sexual harassment training for client's entire workforce
- Successfully drafted employee handbooks and workplace policies and procedures to ensure client compliance with federal, state, and local labor and employment and COVID-19 laws and regulations

Related Professional Experience

- National Labor Relations Board, Senior Field Attorney, 2010-2020

Published Work and Lectures

- New York City Bar, 10th Annual Employment Law Institute, Speaker, "Post Election Impacts on Labor & Employment Law," March 7, 2025
- American Bar Association, Committee on Practice & Procedure Under the National Labor Relations Act 2025 Midwinter Meeting, Speaker, "Update from the Office of General Counsel: 2024 Enforcement Developments and 2025 Planned Initiatives," February 23, 2025
- *Bloomberg Law* Webinar, Speaker, "Strikes in the Workplace: Taking Stock of Unions' New Picketing Power," June 12, 2024

- National Employment Law Council (NELC) Annual Conference, Speaker, “Traditional Labor Update,” May 2, 2024
- Akerman Webinar, Speaker, “Will Non-Competes in NY Sink or Swim? How to Navigate Rough Waters at the Federal, State, and Local Level,” April 18, 2024
- American Bar Association, Committee on Practice & Procedure Under the National Labor Relations Act 2024 Midwinter Meeting, Speaker, “The Surge of the Strike and Implications for Practice Before the NLRB,” March 1, 2024
- *The Developing Labor Law: The Board, the Courts, and the National Labor Relations Act*, 2023 Update, Associate Editor to the Board of Editors, 2024
- *The Developing Labor Law: The Board, the Courts, and the National Labor Relations Act*, 2023 Update, Contributing Editor, Chapter 26. Union Security, 2024
- *The Developing Labor Law: The Board, the Courts, and the National Labor Relations Act*, Eighth Ed., Contributing Editor, Chapter 26. Union Security, 2023
- Akerman Labor & Employment Law Summit, Co-Moderator, “Everything a Non-Unionized Employer Needs to Know About the Drastic Changes,” April 29, 2022
- National Employment Law Council (NELC) Webinar, Presentation Speaker, “How Will the Increase in Employee Activism and Biden’s NLRB Agenda Shape the Workplace?” December 9, 2021
- American Bar Association, Section of Labor and Employment Law Conference, Speaker, “Revisiting the Scope of Protected Concerted Activity,” November 13, 2021
- American Bar Association, Section of Labor and Employment Midwinter Meeting of the Committee on Development of the Law Under the NLRA, Speaker, “Eliminating Bias, Discrimination and Harassment in the Practice of Labor Law,” 2021
- American Bar Association, Moderator, “Anarchy, Business as Usual, Or Something in Between: *Lucia v. SEC*, and the Constitutional Challenge to the NLRB’s ALJs,” February 2019
- *The Developing Labor Law: The Board, the Courts, and the National Labor Relations Act*, Seventh Ed. Cumulative Supplement, Chapter Editor, Chapter 26. Union Security, 2018
- American Bar Association, 12th Annual Section of Labor & Employment Law Conference, Moderator, “Why Do Professors Unionize, but Techies Do Not,” November 2018
- *How to Take a Case Before the NLRB*, Ninth Ed., Chapter Reviewer, Chapter 10: “Postelection Procedures” and Chapter 21: “Ancillary Judicial Proceedings—Injunctions and Subpoena Enforcement Presentations,” 2016

Affiliations

- Alpha Kappa Alpha Sorority, Incorporated, Tau Omega Chapter, Member
- American Bar Association, Section of Labor & Employment Law, Government Fellow
 - Management Co-Chair, Outreach to New and Young Lawyers Committee, 2020-2022
 - Government Fellow, 2017-2020
 - Leadership Development Fellow, 2019