Tucker Ellis LLP



Ronald G. Polly, Jr.

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Ron Polly is the Partner-in-Charge of the Tucker Ellis Atlanta office.

A seasoned and strategic first-chair trial attorney with over three decades of experience, Ron has represented clients in at least 500 labor and employment matters, including more than 50 class/collective action lawsuits.

Ron has served as lead trial counsel in more than 100 lawsuits and arbitrations with expertise that spans a wide range of employment discrimination and wage-and-hour issues. Renowned for his counsel and tactical courtroom skills, Ron is a trusted advisor to the C-suite and Boards of Fortune 500 companies, smaller public companies, and privately held entities alike. A General Counsel client recently described Ron as “institutional” when referring to his company’s reliance on Ron. Ron’s practice extends to assisting employers in responding to union organizing campaigns, negotiating collective bargaining agreements, and handling trials and oral arguments before the National Labor Relations Board.

Using his significant knowledge and experience, Ron achieves successful results for clients both in and out of the courtroom. In his role as counselor, he advises and guides employers with an eye on minimizing their litigation risk and exposure while maximizing business growth. He serves as outside General Counsel for several established and emerging companies, where he is trusted to manage their legal matters, including general labor and employment advice, corporate governance, regulatory compliance, internal investigations, audits of policies and procedures, pay practices, legal compliance, and litigation management.

As a litigator, Ron defends clients throughout the country as lead counsel in cases involving both state and federal claims, including discrimination, harassment, retaliation, wage and hour, unfair competition, misappropriation of trade secrets, breaches of restrictive covenants, breaches of loyalty and fiduciary obligations, and other business torts. He also defends clients against complex, bet-the-company class action lawsuits. While Ron routinely obtains summary judgment

and no-pay or nuisance-pay settlements for clients, he also has secured numerous favorable jury verdicts in trials nationwide.

Before joining Tucker Ellis, Ron served as a four-time elected managing partner at a national litigation firm, where he led the Executive Committee, acted as general counsel, and – for more than 20 years – chaired its labor and employment practice.

Ron's substantial management experience, combined with keen business acumen, sets him apart from his peers. Ron's first priority is to invest the time necessary to understand the finer points of each client's business and culture. This deep commitment to clients makes him an invaluable business partner clients count on to provide sound, high-quality counsel and representation.

Ron lives in Atlanta and loves spending time with his wife and four children. A sports enthusiast, he enjoys alpine skiing, squash and golf – not to mention following his beloved Virginia Cavaliers and Kentucky Wildcats. Ron's other passion is music in all forms. Mission driven, Ron is actively involved in the community and has served on many philanthropic boards.

Education

- University of Kentucky College of Law (J.D., 1991)
- University of Virginia (B.S., 1987)

State Admissions

- Georgia, 1991

Federal Admissions

- Supreme Court of the United States
- Supreme Court of Georgia
- Court of Appeals of the State of Georgia
- United States Court of Appeals, Eleventh Circuit
- United States District Court, Middle District of Georgia
- United States District Court, Northern District of Georgia

Service Areas

- Labor & Employment
- Business Litigation
- Class Action Litigation

Experience

RECENT TRIALS/APPEALS/SUCCESSES

Single Plaintiff Cases

- Secured a mistrial in the U.S District Court for the Central District of California in a discrimination/retaliation trial in which plaintiff's demand was $6 million
- Obtained summary judgment in the U.S. District Court for the Northern District of Georgia in favor of an employer in Title VII failure-to-promote action
- Obtained summary judgment in the U.S. District Court for the Eastern District of Pennsylvania in favor of employers in FLSA wage-and-hour action
- Obtained summary judgment affirmed in the U.S. Court of Appeals for the Eleventh Circuit in favor of an employer upheld in Title VII discrimination and retaliation action
- Obtained summary judgment in favor of an employer affirmed in the U.S. Court of Appeals for the Eleventh Circuit and upheld in Title VII and Florida Civil Rights Act discrimination and retaliation action
- Secured a defense verdict in a sexual harassment case in the U.S. District Court for the Northern District of Georgia
- Secured a defense verdict following a lengthy jury trial in a Title VII hostile work environment action in the U.S. District Court for the Middle District of Georgia
- Secured a defense verdict in a California sexual harassment and retaliation action in Fresno County Superior Court
- Secured a defense verdict in a Title VII sexual harassment action in the U.S. District Court for the Northern District of Georgia
- Obtained summary judgment and attorneys' fees in favor of an employer in a Washington breach-of-contract action in King County Washington State Superior Court

Class Actions

- Favorably settled FLSA wage-and-hour claims on an individual basis in the U.S. District Court for the Western District of Missouri
- Favorably settled FLSA wage-and-hour claims in the U.S. District Court for the Northern District of Georgia
- Favorably settled Fair Credit Reporting Act claims in the U.S. District Court for the Southern District of West Virginia
- Favorably settled California wage-and-hour claims in San Luis Obispo County Superior Court
- Favorably settled FLSA and California wage-and-hour claims in Los Angeles County Superior Court
- Favorably settled California wage-and-hour claims in Contra Costa County Superior Court
- Obtained dismissal of California wage-and-hour claims in Ventura County Superior Court before class certification on motion to dismiss
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Favorably settled California wage-and-hour claims in Tulare County Superior Court

- Successfully prosecuted three independent trade secret theft cases in the U.S District Court of South Carolina and the U.S. District Court for the Northern District of Georgia, resulting in substantial settlements for an internationally prominent paper company

Publications & Events

SPEAKING ENGAGEMENTS

- "How Recruitment and Retention Efforts Will Shape the Law Firm of the Future," ALFA International Annual Business Meeting, Dublin, Ireland (2022)
- "Practical Lessons Learned in Trial," ALFA International Labor & Employment Seminar, Lake Tahoe, California (2017)
- "Too Much of a Good Thing – How to Negotiate Volume Work at Rates that Work for Both Sides," Federation of Defense & Corporate Counsel (FDCC), Charlevoix, Quebec (2016)
- ALFA International: Labor & Employment Seminar, Park City, Utah (July 2015)
- "Things Every Employer Should Know About: Wage and Hour Class and Collective Actions," ALFA International Labor & Employment Seminar, London, England (2015)
- "Fasten Your Seat Belt, It's Going to Be a Bumpy Ride — A Bridge Too Far: Managing U.S. Employees Based Outside the U.S.," ALFA International Client Seminar, Scottsdale, Arizona (2012)
- "Are You Ready For a New Era? — Point/Counterpoint: How to Assess Cases From Three Perspectives — Plaintiff, Defendant and The Bench," ALFA International Labor & Employment Seminar (2010)
- "Global Labor & Employment Law: A Business View with a Legal Eye," ALFA International Client Seminar (2009)
- "Acceptable Risks: The Intersection of Insurance Law, Business and Employment," ALFA International EPLI Seminar (2008)
- "Employer of The Year or The Office: Which One Are You?", ALFA Labor & Employment Seminar (2007)
- "Employment Law Overview and the Surface, Transportation Assistance Act," Motorcoach Expo, Dallas Texas (2006)
- "A Decent Proposal? Taking an Employment Law Claim to Verdict," ALFA International Client Seminar, Tucson, Arizona (2006)
- "Under Siege: Communicating with the Client — Computer Aided Decision Tree Risk Analysis," ALFA International Labor & Employment Seminar (2004)
- "Risky Business: The Wages of Sin," ALFA International Client Seminar (2003)

PUBLICATIONS

- "The Employee Free Choice Act: A Brave New Workplace," ALFA International (February 2009)

Honors

- The Best Lawyers in America® (2021–2027)
- The Lawdragon 500 Leading Corporate Employment Lawyers (2027)
- Chambers USA (2011–2013)

In the Community

- Association of Defense Trial Attorneys
- ALFA International
  - » Member, Strategic Planning Committee (2017–present)
  - » Member, Board of Directors (2012–2015)
  - » Chair and Chair Emeritus, Labor & Employment Group (2008–2011)
  - » Vice-Chair, Labor & Employment Group (2006–2008)
  - » International Client Seminar, Program Chair (2006)
- Defense Research Institute (DRI)
  - » Steering Committee, Labor & Employment Group (2001–present)
- Atlanta Bar Association
- American Bar Association
- State Bar of Georgia
- The Lawyers Club of Atlanta
- Snake Nation Social Club (Atlanta History Center), Board Member
- A.G. Rhodes Health & Rehab, Board of Trustees