



→ Ryan J. Munitz

Special Counsel

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Ryan Munitz is special counsel in the Labor and Employment Practice Group in the firm's Washington, D.C. office.

Areas of Practice

Ryan focuses her practice on labor-management relations and represents clients in labor arbitrations, collective bargaining, election campaigns, and matters before the National Labor Relations Board. In addition to traditional labor matters, Ryan also represents clients in employment matters in state and federal court and before state and federal administrative agencies. She also counsels employers on compliance with federal, D.C., and Virginia employment laws and advises clients on all issues that arise during the life cycle of an employee, including recruitment and hiring, accommodation requests, performance management, and terminations and reductions-in-force.

Ryan also has an active pro bono practice, where she assists local non-profits with their labor & employment needs. She was also awarded a Pro Bono Star Award in 2022 from Human Rights First for her work assisting pro bono clients seeking asylum in the United States.

Articles

- Department of Labor Issues Final Rule Implementing Executive Order Requiring Paid Sick Leave for Employees of Federal Contractors
Lorman, 10.2016

Government Contracts, Investigations & International Trade Blog Posts

- "Department of Labor Issues Final Rule Implementing Executive Order Requiring Paid Sick Leave for Employees of Federal Contractors," October 26, 2016
- "The Changing Landscape for Services Contractors," January 22, 2015
- "Executive Orders and New Employment Requirements for Federal Contractors," April 18, 2014

Labor and Employment Law Blog Posts

- "New Year, New Rules: The District of Columbia's New Ban on Non-Compete Agreements," January 21, 2021
- "NLRB Releases More Employer-Friendly COVID Advice," August 31, 2020

- "The CARES Act: What Employers Need to Know About Its Impact on the Families First Coronavirus Response Act," March 30, 2020
- "What Employers Need to Know About the Newly-Enacted Families First Coronavirus Act," March 19, 2020
- "What Employers Need to Know About H.R. 6201: The Families First Coronavirus Response Act," March 16, 2020
- "Supreme Court Rules That Employers Can Be Forced To Defend Against Actions Under Title VII Not Properly Brought Before the EEOC," June 3, 2019
- "No Evidence? No Problem! National Labor Relations Board's General Counsel Memorandum Eases Burden On *Beck* Objectors Following Board's Decision in *Kent Hospital*," May 8, 2019
- "I'm Not Paying for That! National Labor Relations Board Increases Rights of *Beck* Objectors and Further Limits the Activities Unions Can Fund Through Dues Collections," March 7, 2019
- "National Labor Relations Board Issues Decision Overruling Obama-Era Independent Contractor Test: What This Means For (Putative) Employers," January 31, 2019
- "National Labor Relations Board Signals That It May Leave *Purple Communications* Black and Blue," August 6, 2018
- "National Labor Relations Board Seeks To Increase Participation in Alternative Dispute Resolution Program With New Pilot Program," July 16, 2018
- "National Labor Relations Board's General Counsel Releases Memorandum Providing Guidance On Handbook Rules After Its December 2017 Boeing Decision," June 25, 2018
- "NLRB Confirms That It Intends To Proceed With Rulemaking On Joint Employer Standard," June 8, 2018
- "National Labor Relations Board Deviates from Typical Practice and Announces that It is Considering Rulemaking to Address Joint Employer Standard," May 23, 2018
- "7th Circuit Issues Ruling That Waiver of Statutory Rights under FLSA in Collective Bargaining Agreement Must Be Clear and Unmistakable," May 30, 2017
- "National Labor Relations Board Issues Yet Another Decision Finding An Employer's Work Rules Overly Broad," December 12, 2016
- "Department of Labor Issues Final Rule Implementing Executive Order Requiring Paid Sick Leave for Employees of Federal Contractors," October 14, 2016
- "U.S. Department of Labor Issues Proposed Regulations Regarding Federal Contractors' Obligation To Provide Paid Sick Leave To Employees," February 29, 2016
- "Attention D.C. Employers: Notice Provisions of Wage Theft Prevention Amendment Act Must Be Complied With By May 27, 2015," May 21, 2015
- "Equal Pay Issues Addressed by President Obama on "National Equal Pay Day," When He Signed An Executive Order and Presidential Memorandum Affecting Federal Contractors," April 10, 2014
- "Department of Labor's Administrative Review Board Interprets Term 'Adverse Action' Under SOX More Expansively Than it is Interpreted Under Title VII," November 2, 2011

Media Mentions

Art Enables
Who We Serve: Client Profiles
Washington Lawyer, 12.2018

Speaking Engagements

"#MeToo: Ethical considerations of Workplace Sexual Harassment and Disparities in Treatment and other Ethical Conflicts," Federal Bar Association's 2018 D.C. Indian Law Conference, November 2, 2018

Events

A Labor Update from Inside the Beltway: What All Union and Non-Union Employers Need To Know About Recent NLRB Developments
Labor Update Webinar
Via GlobalMeet, 07.31.2019

Practices

Labor and Employment
Labor Union Management Relations

Industries

Retail, Fashion & Beauty

Education

J.D., The George Washington University Law School, 2011, *cum laude*, *The George Washington Law Review*
B.A., Emory University, 2008, *Phi Beta Kappa*

Admissions

Virginia
District of Columbia