HALL BOOTH SMITH, P.C.

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Partner

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BIOGRAPHY | CREDENTIALS | MEMBERSHIPS | RECOGNITION | PRESENTATIONS | PUBLICATIONS | IN THE PRESS

Biography

Abtin Mehdizadegan is a Partner in our Little Rock, Arkansas, office and represents employers in traditional labor and employment law matters. He has extensive, high-stakes experience defending businesses in class and collective action lawsuits, employment and wage and hour lawsuits, labor grievance and arbitration proceedings, individual and systemic proceedings before the Equal Employment Opportunity Commission (EEOC), unfair labor practice charges before the National Labor Relations Board (NLRB), federal wage and hour audits involving the Department of Labor's Wage and Hour Division (DOL/WHD), unemployment appeals, business disputes, products liability defense, and constitutional law litigation.

He has successfully handled appeals before the Supreme Court of Arkansas and the Fifth and Eighth Circuit Courts of Appeal, dozens of lawsuits at the district court level, and serves as an Adjunct Professor teaching Employment Law at the University of Arkansas Little Rock Bowen School of Law.

More +

Services

Arbitration & Mediation

Business Litigation

Data Privacy & Cybersecurity

Entertainment

Labor & Employment

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Clients routinely engage Abtin to conduct comprehensive employment law counseling and training to their workforces; to develop policies and handbooks; and to assist businesses with matters pertaining to affirmative action and diversity, equity, and inclusion. Abtin's clients are leaders in a range of industries across the private, public, and non-profit sectors, including health care, surface and air transportation, cybersecurity, banking and FINRA-regulated industries, agriculture, retail, higher education, and insurance. He is particularly capable in handling matters involving sophisticated technologies given his prior experience for a leading computer and software manufacturer.

In addition to his trial and appellate work, Abtin's daily practice revolves significantly around providing advice and counsel to Boards of Directors, C-Suite Executives, HR Leaders, and In-House Counsel on a broad range of employment issues providing practical problem-solving solutions. Additionally, he is an experienced and effective workplace investigator, and he regularly conducts outside investigations into allegations of employee misconduct, harassment, discrimination, retaliation, or other sensitive issues. He similarly provides advice and counsel regarding compliance with the Family and Medical Leave Act, Americans with Disabilities Act, Title VII and Title IX, the Equal Pay Act, the Fair Labor Standards Act, and the Office of Federal Contract Compliance Programs' (OFCCP) regulations pertaining to government contractors and subcontractors.

Given his commitment to excellence in the practice of law, Abtin was honored to receive the Friend of SBS Award (2023) for his successful handling of high-stakes litigation; the Spirit of Maine Achievement Award (2019) from the University of Maine, his alma mater, for his professional accomplishments; and the Pro Bono Attorney of the Year Award (2017) from the Center for Arkansas Legal Services for his successful Supreme Court litigation that established important constitutional protections in child guardianship proceedings for domestic violence survivors. Abtin's accomplishments have also been recognized for several years by the Mid-South Super Lawyers for his dedication to employment law; *Arkansas Business* magazine as a member of its class of 20 in their 20s, the New Influentials; by *HR Professionals* magazine as a Rising Star in Employment Law; and by *Arkansas Life* magazine in its Top Attorneys feature.

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Credentials

Admitted

State Courts:

- Arkansas
    - Supreme Court

U.S. District Courts:

- U.S. District Court for the Eastern District of Arkansas
- U.S. District Court for the Western District of Arkansas
- U.S. District Court for the Western District of Texas

U.S. Courts of Appeals:

- U.S. Court of Appeals for the Fifth Circuit
- U.S. Court of Appeals for the Eighth Circuit

Education

- J.D., with honors, University of Arkansas at Little Rock
- B.A., *cum laude*, Political Science, University of Maine

Memberships

- American Bar Association
- Arkansas Association of Defense Counsel
- DRI
- National Association of Railroad Trial Counsel
- Pulaski County Bar Association
- Volunteer Organization of Central Arkansas Legal Services
- William R Overton American Inn of Court

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Recognition

- *The Best Lawyers in America®*, Best Lawyers®, 2021-2026
  - Awarded in: Employment Law - Management, Labor Law - Management, Litigation - Labor and Employment
- Mid-South Rising Star, Super Lawyers®, 2018-2025
- Friend of SBS, SBS CyberSecurity, 2023

More +

- Spirit of Maine Award, 2019
- Pro Bono Attorney of the Year, Center for Arkansas Legal Services, 2017
- 20 in their 20s, the New Influentials, *Arkansas Business*
- Rising Star, Employment Law, HR Professionals
- Top Attorneys, *Arkansas Life*

Presentations

- **An Afternoon in HR**
  HBS Helping Businesses Succeed Series; September 21, 2023

Publications

- **Navigating the Changing Landscape of Labor Relations: An Update on Recent Developments for Employers**
  HBS Employment Updates Blog; November 16, 2023
- **Supreme Court Rejects "De Minimis" Standard in Determining Whether a Religious Accommodation Constitutes an Undue Hardship**
  HBS Employment Updates Blog; July 6, 2023
- **In The Weeds: Approaches to marijuana in the workplace in a post-pandemic labor market**
  HR.com; March 31, 2023
- **Federal Contractors Beware: EEO-1 Data Will Be**

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Released by OFCCP if Contractors Fail to File Objections by March 3
HBS Employment Updates Blog; February 27, 2023

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- **Is Your Website ADA-Accessible?**
  HR Professionals, February 2017
- **The Future of ADA Litigation**
  Arkansas Law Notes, 2016
- **No Good Deed Goes Unpunished: the Do's and Don'ts of Employee Wellness Plans**
  HR Professionals, October 2014
- **Bringing Home the BACON: What the Davis-Bacon Act Means for your Business**
  HR Professionals, June 2014
- **An Overview of the Employment Non-Discrimination Act of 2013**
  HR Professionals, November 2013
- **Case Note, Proactive Cell Phone Security Policies in the Workplace: Avoid Liability as Hi-Tech Devices Hack Confidentiality**
  35 University of Arkansas Little Rock Law Review 1, 2013
- **Case Survey, Voters Have the Right to Cast Open or Secret Ballots: Hamaker v. Pulaski County Election Commission**
  2011 Arkansas 390 (2011), Arkansas Bar Newsletter, December 2012

In the Press

The NLRB Restores the Narrow Joint-

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Employer Standard: Strategic Implications for Employers

April 7, 2026

For years, the American business community has operated under a regulatory sword of Damocles. The Biden-era National Labor Relations Board (NLRB) sought to fundamentally redefine the employment relationship, attempting to tether “deep-pocketed” secondary entities to labor liabilities based on nothing more than theoretical, unexercised contractual “reserved control.”

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Eighth Circuit Rejects NLRB’s “Automatic Violation” Rule in Decertification

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Disputes

April 1, 2026

In a significant victory for employer rights and employee free choice, the U.S. Court of Appeals for the Eighth Circuit recently issued its decision in Midwest Division-RMC, LLC v. NLRB, Nos. 24-1680, 24-1863, 24-1829 (8th Cir. Mar. 18, 2026), where it squarely rejected the National Labor Relations Board's (NLRB) long-standing position that an employer automatically violates the National Labor Relations Act (NLRA) by withdrawing recognition from a union after a decertification vote but before formal Board certification. This is a significant development for employers with stagnating unions.

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HBS Attorneys Selected to the 2025 Mid-South Super Lawyers and Rising Stars

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Lists

November 20, 2025

Hall Booth Smith congratulates its attorneys named to the 2025 Arkansas and Tennessee Super Lawyers and Rising Stars lists for excellence across key practice areas.

Read Full Article

HR.com: Abtin Mehdizadegan on 2025 Trends in Employment Law

April 10, 2025

In a recent HR.com article, Partner Abtin Mehdizadegan explored the five of the most consequential developments expected to shape employment law in 2025.

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HR Daily Advisor: Abtin Mehdizadegan

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& Joseph Kraska on Navigating the DOL Rule Struck Down by a Texas Court Under the FLSA

January 3, 2025

Abtin Mehdizadegan and Joseph Kraska guide employers in HR Daily Advisor on navigating the DOL rule struck down by a Texas court under the FLSA.

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Federal Court Blocks Controversial Corporate Transparency Act

December 16, 2024

On December 3, 2024, the U.S. District Court for the Eastern District of Texas issued a landmark decision enjoining the enforcement of

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the Corporate Transparency Act (CTA). In Texas Top Cop Shop, Inc. et al. v. Garland et al., the court held that the CTA, which requires extensive disclosure of beneficial ownership information, likely exceeds Congress's constitutional authority. The ruling prevents implementation of the Act and its accompanying regulations nationwide, and corporate finance teams that were feverishly working to meet the January 1, 2025 compliance date can enjoy a moment of respite.

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Federal Court Blocks Controversial New U.S. Department of Labor Rule Requiring Substantial Increases in Exempt Employees'

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Salaries

November 22, 2024

On November 15, 2024, in a significant ruling that will impact employers across the nation, the U.S. District Court for the Eastern District of Texas struck down the U.S. Department of Labor's (DOL) new rule that would have required employers to increase the salary-basis threshold under the Fair Labor Standards Act (FLSA). In light of

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HBS Attorneys Recognized in 2024 Mid-South Super Lawyers Awards

November 21, 2024

HBS has been recognized for its outstanding legal work as 10 of its attorneys are selected to the 2024 Mid-South Super Lawyers and Rising Stars lists.

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58 HBS Attorneys Recognized as The Best Lawyers in America® Award Recipients

August 16, 2024

Hall Booth Smith, P.C. is pleased to announce that 58 lawyers have been included in the 2025 edition of The Best Lawyers in America®

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HBS Attorneys Recognized in 2023 Mid-South Super Lawyers Awards

November 28, 2023

HBS has been recognized for its outstanding legal work as 10 of its attorneys are selected to the 2023 Mid-South Super Lawyers and Rising Stars lists

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Navigating the Changing Landscape of Labor Relations: An Update on Recent Developments for Employers

November 16, 2023

In a world where the only constant is change, the realm of labor relations and employment law is no exception. The landscape is continually reshaped by new regulations, technological advancements, and shifting societal norms. For employers navigating these turbulent waters, staying informed and agile is not just advantageous, it's essential. This article delves into three

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55 Hall Booth Smith Lawyers

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Recognized as 2024 Best Lawyers® Award Recipients

August 21, 2023

We're pleased to announce that 55 lawyers have been included in the 2024 edition of The Best Lawyers in America®.

Read Full Article

Supreme Court Rejects "De Minimis" Standard in Determining Whether a Religious Accommodation Constitutes an Undue Hardship

July 6, 2023

On June 29, 2023, the Supreme Court of the United States issued a landmark

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decision in Groff v. DeJoy, Postmaster General that will require employers nationwide to rethink the approach to religious accommodations under Title VII of the Civil Rights Act of 1964. This case involved an Evangelical Christian who refused to work on Sundays

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HR.com: Abtin Mehdizadegan on Substance Abuse Policies in Context of Marijuana Legalization

April 17, 2023

In an article published on March 31, 2023, in HR.com's HR Legal and Compliance, Little Rock Partner Abtin Mehdizadegan discusses how employers need to reconsider their substance abuse policies and compliance efforts under the Americans with Disabilities Act (ADA), especially to keep up with the changing landscape of marijuana legalization. Until a national standard is

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Federal Contractors Beware: EEO-1 Data Will Be Released by OFCCP if Contractors Fail to File Objections by March 3

February 27, 2023

Written by: Abtin Mehdizadegan, Esq. As many contractors are aware, the Office of Federal Contract Compliance Programs (OFCCP) received a Freedom of Information Act (FOIA) request from the Center for Investigative Reporting seeking Type 2 EEO-1 Report data from 2016-2020 for all federal contractors and first-tier subcontractors. EEO-1 reports contain over 180 different data points

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HBS Welcomes Three Partners as It Expands Its Immigration & Employment Practices

February 14, 2023

LITTLE ROCK, ARKANSAS – February 14, 2023 – Hall Booth Smith, P.C. is excited to add seasoned attorneys Misty Wilson Borkowski, George Ernst, and Abtin Mehdizadegan from Little Rock, Arkansas, as the firm grows its immigration and employment practice groups. Immigration & Employment Practices Grow Misty, George, and Abtin join HBS as partners and will

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