

# ALLISON AVERBUCH



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Attorney at Law

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## Practice Areas

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- [Biography](#)
- [Experience](#)
- [Credentials](#)
- [Memberships](#)
- [Presentations](#)
- [Recognitions](#)
- [Publications](#)
- [In The News](#)

Allison Averbuch is an Associate in our Atlanta office, and she focuses her practice on employment law counseling, internal investigations and litigation. She also defends clients in medical malpractice and general liability claims.

Allison works with companies of all sizes in financial services, health care, manufacturing, logistics, food service, hospitality and other industries, and helps them navigate the complexities of a wide variety of labor and employment

matters.

Allison advises clients on issues at all stages of employment from hiring to termination, including contractual and transactional issues involving breach of contract, non-competition and non-solicitation agreements, trade secrets and protection of confidential information, and negotiation of severance agreements.

She also counsels clients on day-to-day issues such as employee discipline, terminations, severance, FMLA and other leave laws, disability accommodations, and provides employers with strategic business advice on critical human resources issues that arise out of the employment relationship, with an emphasis on preventing future disputes and minimizing risk. She routinely conducts workplace investigations on sexual harassment, discrimination, bullying and other alleged offenses, and advises businesses in the critical areas of wage and hour compliance and drafting and enforcing restrictive covenants.

Allison has a robust and detailed in-house training program for clients, which covers best practices and strategies for avoiding employment litigation. She develops employee handbooks, policies and procedures to ensure compliance with state and federal law, is often called to conduct workplace investigations or reviews of actions taken to assess risk and exposure.

Allison litigates employment cases at all stages, from pre-suit reviews and investigations to the EEOC process, through dispositive motions and trial. She has a successful track record for getting employment discrimination suits dismissed through an effective motions practice, and she has experience defending employers in both single-plaintiff and class-action discrimination and wage-and-hour cases.

Allison earned a Juris Doctorate, *summa cum laude*, from the Georgia State University College of Law, where she was inducted into the Order of the Coif, served as the Symposium Editor for the Georgia State Law Review and was a pupil in the Bleckley Inn of Court. She completed a Bachelor of Arts degree in English, *cum laude*, from the College of William and Mary.

Allison volunteers with the Atlanta Volunteer Lawyers Foundation's Safe Families Office, seeking protective orders on behalf of domestic violence victims. She also serves on the Georgia State University Law Alumni Council.

## EXPERIENCE

Allison counsels clients of all sizes on a wide range of labor and employment matters from hiring to termination, and her strategic approach helps companies minimize risk while efficiently resolving disputes and claims that arise. She specializes in contractual matters such as employment and non-compete agreements as well as restrictive covenants and wage and hour compliance. She also conducts internal investigations, and represents clients through the EEOC process, motions and trial. Her detailed and practical training program and creation of employee handbooks and policies help clients avoid issues and ensure compliance with state and federal laws.

## ADMITTED

- Georgia
- U.S. District Court for the Northern District of Georgia
- U.S. District Court for the Middle District of Georgia
- Georgia Supreme Court
- Georgia Court of Appeals

## EDUCATION

- J.D., *summa cum laude*, Georgia State University College of Law
- B.A., *cum laude*, College of William and Mary

## MEMBERSHIPS

- American Bar Association
- Atlanta Volunteer Lawyers Foundation
- Georgia State University Law Alumni Council

## Presentations

- “Cyber Security Awareness and Your Employees,” HBS Women’s Forum in Atlanta, July 2019.
- “Employment Law Trends to Watch,” ESIS Leadership Forum 2019 in Nashville, Tenn., October 1, 2019.

## Recognitions

- Best Lawyers®: Ones to Watch, 2021
- Georgia State University College of Law Scholarship and Leadership Award
- Georgia Association for Women Lawyers’ Outstanding Law Student Award
- Outer Barristers’ Guild Award

- David J. Maleski Prize for Excellence in Torts

## Publications

- ["Are Employer-Mandated Vaccinations Coming to an Office Near You?"](#) HBS Employment Updates Blog, October 2021.

### **Are Employer-Mandated Vaccinations Coming to an Office Near You?**

[October 6, 2021](#)

Written by: Allison Averbuch, Esq.

In a speech on September 9, 2021, President Biden announced that his administration asked the Department of Labor to develop emergency

### **Hall Booth Smith Attorneys Recognized as 2022 Best Lawyers: Ones to Watch**

[August 20, 2021](#)

Thirty lawyers from Hall Booth Smith, P.C. (HBS) have been honored as Best Lawyers: Ones to Watch. This recognition is given to attorneys, in a

### **"Healthcare Employers Can Mandate Vaccines, but Some Caution Necessary," Healthcare Risk Management**

[July 28, 2021](#)

In an article published by Healthcare Risk Management on July 27, 2021, Associate Allison Averbuch is quoted discussing considerations for employers deciding whether to mandate

### **Hall Booth Smith Attorneys Recognized in the Inaugural Best Lawyers: Ones to Watch Edition**

[August 21, 2020](#)

Twenty lawyers from Hall Booth Smith, P.C. (HBS) have been honored in the inaugural edition of the Best Lawyers: Ones to Watch. This recognition is

## **HBS Alert- New Overtime Rules: What You Need To Know**

March 28, 2019

Written by: Allison Averbuch, Esq.

On March 7, 2019, the Department of Labor issued a proposed rule change that would raise the salary test for exemption

## **NLRB Returns to Employer-Friendly Approach in its Independent Contractor Analysis**

February 25, 2019

Written by: Allison Averbuch, Esq.

In January, the National Labor Relations Board (NLRB), in SuperShuttle DFW, Inc., walked back Obama-era collective-bargaining decisions. Overruling NLRB precedent established

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## Practice Specific Experience

[Labor & Employment+](#)

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