

# HALL BOOTH SMITH, P.C.



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Attorney at Law

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[BIOGRAPHY](#) | [CREDENTIALS](#) | [MEMBERSHIPS](#) | [RECOGNITION](#) | [PRESENTATIONS](#) | [PUBLICATIONS](#) | [IN THE PRESS](#)

## Biography

Joseph M. Kraska is an Associate in the Little Rock office who specializes in labor and employment matters. Prior to joining HBS, Joseph was an associate for a local firm, where he primarily practiced in labor and employment matters with a focus on traditional labor law. He represented clients in collective bargaining, RC petitions, unfair labor practice charges, labor arbitrations, OSHA compliance matters, and federal and state employment discrimination matters, and he provided general employment advice. He also externed with the Honorable Judge Brandon Harrison with the Arkansas Court of Appeals.

Joseph was also previously Chief Master Sergeant and Human Resource Advisor of the U.S. Air Force / Arkansas Air National Guard, where his primary focus was on diversity and inclusion initiatives, force development, and force management of over one thousand assigned personnel.

He earned his Juris Doctor from the University of Arkansas at Little Rock. There, he served as President of the Student Veterans Organization and Executive Editor of the *University of Arkansas at*

## Services

[Labor & Employment](#)



# HALL BOOTH SMITH, P.C.

*Little Rock Law Review*. He also earned his Bachelor of Arts with honors from the American Military University.

## Credentials

### Admitted

State Courts:

- Arkansas

### Education

- J.D., University of Arkansas at Little Rock
- B.A., with honors, American Military University

### Memberships

- American Bar Association
- Arkansas Bar Association

### Recognition

- [\*Best Lawyers: Ones to Watch® in America\*](#), Best Lawyers®, 2024
  - Labor and Employment Law - Management
  - Litigation - Labor and Employment
  - Trusts and Estates
- Arkansas Rising Star, Super Lawyers®, 2021-2022
- Little Rock's Best Lawyers, AY Magazine, 2020-2022

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## Presentations

- **Sowing Success: Complying with Dramatic New Labor Standards Affecting H-2A Employers**  
HBS Webinar; May 24, 2024
- **An Afternoon in HR**  
HBS Helping Businesses Succeed Series; September 21, 2023
- **Labor and Employment Law Update**  
West Central AR SHRM; January 25, 2022 and July 26, 2022
- **OSHA COVID-19 Guidance**  
Arkansas State Chamber of Commerce; April 7, 2021

More +

- **OSHA: Inspections & Investigations**  
Employment Law Alliance Webinar; August 26, 2020
- **Transgender Status Protection Under Title VII**  
Arkansas SHRM ELLA Conference; September 26-27, 2019

## Publications

- **[Navigating the Changing Landscape of Labor Relations: An Update on Recent Developments for Employers](#)**  
HBS Employment Updates Blog; November 16, 2023
- **[NLRB Issues Its Long-Awaited Decision on Employer Handbook Rules: Why All Employers Should Take Note](#)**  
HBS Employment Updates Blog; August 8, 2023
- **DOL Announces Notice of Proposed Rule Making to Update Joint Employer Test**  
HR Professional Magazine, August 2019
- **The Fate of Transgender Status Protection Under Title VII**  
HR Professional Magazine, January 2019

More +

- **Important Developments with the EEOC in 2017**  
HR Professional Magazine, January 2018

## In the Press

### [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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## 34 Hall Booth Smith Lawyers Named to 2024 Best Lawyers: Ones to Watch® in America

August 22, 2023

Hall Booth Smith is pleased to announce that 34 lawyers have been included in the 2024 edition of Best Lawyers: Ones to Watch® in America. The award recognizes associates and other lawyers who are earlier in their careers for their outstanding professional excellence in private practice in the United States.

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## NLRB Issues Its Long- Awaited Decision on Employer Handbook Rules: Why All

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## **Employers Should Take Note**

August 8, 2023

Introduction On August 2, 2023, the National Labor Relations Board (NLRB) finally issued its long-awaited, watershed decision in Stericycle, Inc., 372 NLRB No. 113, which has nationwide impact on employers of all sizes and industries, whether unionized or not. Under the Board's new standard, when employers seek to implement specific work rules or policies, the

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## **HBS Little Rock Adds Associates Allison T. Scott and Joseph M. Kraska**

June 2, 2023

Hall Booth Smith is proud to expand its Little Rock office with Associates Allison T. Scott and Joseph M. Kraska.

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Allison T. Scott Allison focuses her practice on business litigation, general liability, medical malpractice, and premises liability matters. Prior to joining HBS, she was an Associate with a local firm where she practiced in the

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