

HALL BOOTH SMITH, P.C.



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Partner

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Biography

Joseph M. Kraska is the assistant managing partner in the Little Rock office who specializes in representing employers in labor and employment matters. Joseph's primary practice area is in labor and employment matters with a focus on traditional labor law. He represents clients in collective bargaining, certification/decertification petitions, unfair labor practice charges, labor arbitrations, OSHA compliance matters, federal and state employment discrimination matters, and provides general employment advice to clients.

Joseph served ten years on active duty in the United States Air Force before attending law school. Currently, Joseph is a Chief Master Sergeant in the Arkansas Air National Guard and serves as a senior advisor on the state's Joint Force Headquarters Staff, where his primary duties include advising the state's senior leadership on force development and force management initiatives for approximately two thousand assigned personnel in the state. He earned his Juris Doctor from the University of Arkansas at Little Rock Bowen School of Law. There, he served as President of the Student Veterans Organization and Executive

Services

[Labor & Employment](#)



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

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. Court of Appeal:

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

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®,

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2024-2026

- Awarded in: Labor and Employment Law - Management, Litigation - Labor and Employment, Trusts and Estates
- Mid-South Super Lawyer, Super Lawyers®, 2024-2025
- Arkansas Rising Star, Super Lawyers®, 2021-2022
- Little Rock's Best Lawyers, AY Magazine, 2020-2022

Presentations

- **An Afternoon in HR**
HBS Helping Businesses Succeed Series; November, 2025
- **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](#)**

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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

[The NLRB Restores the Narrow Joint-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

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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** **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

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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 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.

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[Hall Booth Smith Names Twelve Partners](#)

July 10, 2025

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Atlanta, GA (July 10, 2025) – Hall Booth Smith, P.C. (HBS) is proud to announce the elevation of 12 attorneys to Partner in recognition of their outstanding legal work, unwavering dedication, and contributions to the firm’s continued growth.

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[HR Daily](#) [Advisor: Abtin](#) [Mehdizadegan](#) [& 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.

[Read Full Article](#)

Federal Court Blocks Controversial New U.S. Department of Labor Rule Requiring Substantial Increases in Exempt Employees' 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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DOL's Protection for Farmworkers Rule Temporarily Enjoined

August 27, 2024

Background and Overview On August 26, 2024, a federal court in Georgia issued a ruling enjoining the U.S. Department of Labor (DOL) regarding its implementation of the rule Improving Protections for Workers in Temporary Agricultural Employment in the United

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States (“Final Rule”). The case is styled as State of Kansas, et al., v. United States

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[33 HBS Attorneys Named to 2025 Best Lawyers: Ones to Watch® in America](#)

August 16, 2024

HBS is excited to announce that 33 lawyers have been included in the 2025 edition of Best Lawyers: Ones to Watch® in America.

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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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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.

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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** **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,

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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. Allison T. Scott 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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