

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](#)



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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®, 2024-2025
 - Awarded in: 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

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

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Employment in the United 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:

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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 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

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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. 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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