OBER | KALER
Attorneys at Law

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Bar Admissions
District of Columbia

Maryland

Court Admissions
Court of Appeals of Maryland

Court of Appeals of the District of Columbia

United States Court of Appeals for the Fourth Circuit

United States District Court for the District of Columbia

United States District Court for the District of Maryland

United States Supreme Court

Education
University of Baltimore School of Law (J.D., *cum laude*, 1998)

- *Law Review*, Executive Editor
- National Moot Court

NEIL E. DUKE

Experience

Neil E. Duke is a principal in Ober|Kaler's Employment Group.

Neil handles a wide variety of labor and employment-related litigation and arbitration. Neil's trial practice focuses on civil litigation with an emphasis on defense-side employment law and constitutionally-based civil rights matters. Neil routinely provides counsel to employers on a variety of workplace issues affected by federal and state legislation. He represents employers in OSHA, Title VII and FMLA matters; wrongful discharge and discrimination claims; wage/hour and compensation disputes; and employment contracts.

Active in numerous civic and professional organizations, Neil is chair of the Baltimore City Board of School Commissioners. He is the author of several articles and is frequently called upon to speak at educational and professional seminars.

Professional Memberships

- American Bar Association
- Baltimore City Bar Association
- Maryland Bar Foundation
- Maryland Criminal Defense Lawyers Association
- Maryland State Bar Association
  - Leadership Academy Graduate
- Monumental City Bar Association
  - Past President
- National Bar Association
- Rule Day Club

Community Service

- Baltimore City Board of School Commissioners
  - Chair
- The Daily Record
  - Former Member of the Editorial Board
- Loyola University Maryland
  - Former Adjunct Faculty, International Negotiations
- Maryland Public Broadcasting Commission
  - Commissioner
- University of Baltimore School of Law
  - Adjunct Faculty, Trial Practice

Honoraries

- Maryland Bar Foundation, Fellow
- Leadership in Law Award, *The Daily Record*, 2007

Team, Captain
- Student Trial Lawyers' Association Trial Team, Captain

The Citadel (B.A., 1986)

- *Baltimore Business Journal*, 40 Under 40

Professional Background

- Former Special Agent and Active Duty Captain, Air Force Office of Special Investigations
- Former Staff Investigator, Office of the Federal Public Defender, District of Maryland

Publications & Presentations

- Author, "Be Warned About Warning Employees," *Section of Labor & Employment Law Newsletter*, Maryland State Bar Association, 2013
- Presenter, "The Fair Labor Standards Act: Executive, Administrative and Professional Exemptions," Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, 2004
- Presenter, "Employee Discharge and Sexual Harassment in Schools: Understanding the Legal Issues," Lorman Education Services, 2003
- Presenter, "HR Compliance: Are You Up To Date?" Lorman Education Services, 2002, 2003
- Presenter, Annual Maryland Employment Law Update, National Association of African Americans in Human Resources, Baltimore Chapter, 2003
- Presenter, Maryland Law Update, MICPEL Employment Law Institute, 2003
- Presenter, "Focus on Progressive Discipline and Termination of Employment in Maryland," Lorman Education Services, 2003
- Presenter, "Working Within the Law," Public School Administrators and Supervisors Association of Baltimore City, 2003
- Presenter, "Employee Discharge and Sexual Harassment in Schools: Understanding the Legal Issues," Lorman Education Services, 2003
- Presenter, "When Good Employees Do Bad Things: Investigating, Defending Against and Evaluating Harassment Claims," National Association of African-Americans in Human Resources Annual Conference, 2001
- Author, "Maryland Employees, Employers Prepare for Call to Military Service," *The Daily Record,* 2001
- Author, "Who Wants to Own a Radio Station," *The Daily Record,* 2000
- Co-author, "Trying the Wrongful Death Case in Maryland," National Business Institute, 1999