



## TATE J. WINES

### Associate

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**Tate Wines represents clients in employment, class actions, commercial litigation, and product liability matters. He has extensive experience in employment law, previously working as a labor and employment associate at Skadden, Arps, Slate, Meagher & Flom. Tate has experience advising clients on a wide range of employment issues, including national and multinational mergers and acquisitions. Prior to joining WTO, Tate served as a two-year law clerk to Chief Judge Renée Bumb in the District of New Jersey.**

### EDUCATION

University of Chicago Law School, J.D., 2018

Cornell University, B.S, 2015, Industrial and Labor Relations

### GOVERNMENT SERVICE

Law Clerk for the Honorable Renée M. Bumb, U.S. District Court, D. New Jersey  
Legal Intern for the U.S. Department of Labor, Regional Solicitor’s Office

### OTHER EXPERIENCE

Skadden, Arps, Slate, Meagher & Flom

### ADMISSIONS

Colorado  
New York

### HIGHLIGHTS

- Obtained decertification of an FLSA conditional collective that had been certified before WTO took over the case. After the decertification decision was issued, lawyers for the plaintiffs conceded that another pending nationwide case—which WTO also was defending—should be decertified as well.
- Managed a diverse pro bono caseload, including visa petitions for qualifying foreign nationals, family law matters, an unemployment insurance appeal, and name-change petitions for transgender clients.
- Conducted legal research and draft motions/pleadings for employment-related litigation, arbitration, and mediation.
- Drafted offer letters, employment agreements, separation agreements, restrictive covenant agreements, employee handbooks, and employee training materials.
- Advised on M&A transactions from a labor and employment specialist perspective.

### INDUSTRIES

- Consumer Products & Services
- Financial Services
- Professional Services
- Trucking
- Telecommunications

### PRACTICE AREAS

- Employment
- Class Actions
- Commercial Litigation
- Product Liability

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## BIOGRAPHY

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In law school, Tate was the 2018 Edward W. Hinton Moot Court Champion. He was president of the Labor and Employment Law Society and vice president of OutLaw LGBTQ+ Student Org. Tate was a legal intern in the U.S. Department of Labor Regional Solicitor's Office and a Peggy Browning Fellow at the National Employment Lawyers Association.

## CASES

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## BAR & COURT ADMISSIONS

- Colorado  
New York

## LEGAL MEMBERSHIPS, ACTIVITIES & HONORS

- Colorado Bar Association  
Member  
New York Bar Association  
Member  
National Employment Lawyers Association  
Peggy Browning Fellow

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## ARTICLES & PRESENTATIONS

### Presentations

- Presenter, "Managing Marketing Risks in a New Era of Consumer Class Action Attacks," Whirlpool Legal and Marketing Teams (November 7, 2023).

### PERSONAL INTERESTS

- Skiing, hiking, hanging out with his dogs