



Peter Spanos

Principal

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Peter Spanos advises businesses of all sizes, from local nonprofits to international corporations, on a full range of workplace and employment issues. With decades of experience, Peter advises employers in various industries, including technology, manufacturing, healthcare, professional services, real estate, transportation, construction, and consulting, helping them to manage legal risks and maintain effective workplaces.

Peter represents clients in court, before federal and state agencies, and in arbitration and mediation proceedings. He handles disputes involving discrimination, wrongful termination, wage and hour matters, workplace policies, trade secrets, non-compete agreements, and whistleblower claims. Peter also has deep experience with traditional labor matters, including union negotiations, organizing campaigns, grievances, and strikes. His practice extends to matters at the intersection of labor law and antitrust regulations.

In addition to resolving disputes, Peter regularly counsels business leaders on proactive workplace strategies, helping them navigate employment agreements, compensation structures, severance arrangements, and compliance issues tied to occupational safety and health. He supports employers through business transitions, such as mergers and acquisitions, ensuring workforce compliance and minimizing disruption.

Peter also serves as outside general counsel to nonprofit organizations. In this role, he advises on governance matters, board responsibilities, regulatory compliance, membership policies, and ethics codes. His experience spans diverse nonprofit sectors, including professional associations and sports organizations. Peter helps these organizations understand and comply with regulations related to tax-exempt status, fundraising activities, national and state affiliate relations, industry regulation, and antitrust compliance.

Clients value Peter's practical approach to complex workplace and organizational challenges. Whether advising on day-to-day employment matters, guiding sensitive labor negotiations, or supporting nonprofit leadership, Peter focuses on providing straightforward, actionable advice tailored to each client's goals.

Services

- Labor and Employment

Education

- University of Michigan Law School (J.D.)
- Harvard College (A.B., *cum laude*)

State Bar Admissions

- District of Columbia
- Georgia

Court Admissions

- District of Columbia Court of Appeals
- Supreme Court of the United States
- United States Court of Appeals for the Eleventh Circuit
- United States Court of Federal Claims
- United States District Court for the District of Columbia
- United States District Court for the Northern District of Georgia
- United States District Court for the Middle District of Georgia
- United States District Court for the Southern District of Georgia

Professional Affiliations

- American Bar Association, Labor & Employment Law Section, 1978-1997
- Antitrust Law Section, 1981-1997
- Forum Committee on the Construction Industry, 1981-1997
- Atlanta Bar Association, Labor & Employment Law Section
- Buckhead Lions Club, Member, 1981-1998
- District of Columbia Bar Association, Labor & Employment Law Section
- Georgia Bar Association, Labor & Employment Law Section
- Harvard Club of Georgia
- Labor and Employment Law Council, Associated General Contractors, Chairman, 1997-1998
- Lawyers Club of Atlanta, 1981-2000
- Reflections Ministries, Board of Directors, 2005-2021
- The Telluride Association, Member, 1966-Present

Recognitions

- Named *The Best Lawyers in America*® for Employment Law - Management, Labor Law - Management, and Litigation - Labor and Employment (2020-2026)
- Top 25 Personal Services Attorneys, *Attorney Intel*, 2025
- Albert Nelson Marquis Lifetime Achievement Award, 2025
- *Chambers USA*: Leading Business Lawyers – Labor and Employment, 2009-2019
- *Martindale-Hubbell AV*® Rated

Publications & News

November 19, 2025

Offit Kurman Attorney Peter Spanos Featured in The Enterprise World Magazine

August 4, 2025

Offit Kurman Continues Expansion in Atlanta Office with the Addition of Attorneys Peter Spanos and Richard Rimer, Jr.

Featured Works

Speaking Engagements

- "Duties and Responsibilities of Directors and Officers," School Nutrition Association's National Leadership Conference, April 8, 2026
- ["BBB: Tax Changes on Overtime and Tips", Thread, August 28, 2025](#)

Publications

- ["EEOC Not Expected To Let Up In 2nd Half Of 2026," quoted, Law360, June 11, 2026](#)
- ["Pittsburgh Paper's Labor Remedies May Be Tough To Execute," quoted, November 18, 2025](#)

Blog Posts

June 19, 2026

Untrained Managers Create Legal Risk: Federal Training Requirements Every Employer Must Follow

Many employment lawsuits I have handled on behalf of employers had something in common: a manager made a deficient decision or failed to act appropriately because no one had trained them properly. Sometimes the decision was a termination made...

May 20, 2026

Beyond Attendance: The Legal Duties of Nonprofit Board Members

Serving as an officer or director of a nonprofit organization is both an honor and a serious legal responsibility. Whether your organization is a large regional association or a small community-based nonprofit, the individuals who sit on the board...

April 21, 2026

Non-Discrimination Training: What In-House Counsel and HR Executives Need to Do Now

Non-discrimination training is no longer simply a best practice; it is increasingly a legal imperative. Across the country, states, and municipalities are imposing affirmative obligations on employers to implement, document, and periodically refresh training programs to prevent workplace discrimination...

March 24, 2026

Continued Disparities in Joint-Employer Status Laws

Updated on April 23, 2026 On April 22, 2026, the U.S. Department of Labor announced a plan to create one nationwide standard from multiple federal laws for when two or more employers can be jointly liable for workplace offenses....

February 20, 2026

A Practical Guide to Collective Bargaining: Strategies, Obligations, and Best Practices for 2026

Collective bargaining remains one of the most important processes governing labor–management relations in the United States. For organizations preparing for negotiations in 2026 and beyond, the key to success is understanding not only the legal framework, but also the...

January 20, 2026

The EEOC's New Posture on DEI Under Chair Andrea Lucas: What Executives and Corporate Counsel Need to Know

The landscape of workplace civil rights enforcement is shifting — and fast. With Andrea Lucas now serving as Chair of the U.S. Equal Employment Opportunity Commission (EEOC), organizations should expect a markedly different approach to diversity, equity, and inclusion...

December 19, 2025

The Amazon v. PERB Decision: Reaffirming Federal Supremacy in Labor Law

The November 26, 2025, preliminary injunction issued by Judge Eric R. Komitee of the U.S. District Court for the Eastern District of New York in *Amazon Services v. New York State Public Employment Relations Board* represents a critical reaffirmation...

November 19, 2025

Increasing Minimum Wages: Emerging Trends Across the U.S.

The conversation around minimum wage in the United States has gained renewed momentum in recent years. While the federal minimum wage has remained unchanged since 2009, states and municipalities have taken the lead in implementing wage increases to reflect...

October 20, 2025

The Hidden Cost of Remote Work: Who Pays for the Home Office?

Remote work is now a customary feature of many workplaces. Until recently, employer policies (if any) governed payment of the job-related expenses incurred by remote workers. However, a number of states have now enacted express mandates for payment of...