



## Magdalen Blessey Bickford

### MEMBER

Magdalen Bickford represents business, management, and employers in labor and employment litigation. She also consults employers on best practices in the workplace, provides guidance on policy and procedure drafting and implementation, provides management training and education, and provides other general legal counsel.

Magdalen has litigated, lectured, and counseled extensively in all areas of labor and employment law, with representative topics including labor relations, employment policies, and procedures for employee handbooks; hiring, counseling, and separation of employees; employee discipline; reduction in force; leave; employee growth and development; employee benefits; workers' compensation; noncompete agreements; privacy issues; compensation plans and strategies; restructuring and downsizing; discrimination; arbitration; Equal Employment Opportunity (EEO) laws; the Fair Labor Standards Act (FLSA); the Family Medical Leave Act (FMLA); the Americans with Disabilities Act (ADA); and general federal and state legal compliance, as well as general policies and procedures in the workplace. She has successfully appeared in numerous courts and administrative agencies on behalf of management in several states, as well as the Equal Employment Opportunity Commission and National Labor Relations Board.

Magdalen began her practice representing unions and their employees in labor matters, tort, and workers' compensation claims. In 1996, Magdalen joined The SunShine Pages, a regional independent telephone directory company with headquarters in Louisiana, as Vice President of Human Resources and Corporate Counsel. In that capacity, she represented management and created the Human Resources Department for The SunShine Pages, and grew the company from 40 to approximately 300 employees with operations in six states. In addition to managing all aspects of human resources and employment law, Magdalen handled litigation risk management; governmental compliance and lobbying; internal investigations; contractual negotiations and obligations; and regulatory and telecommunication issues before the Federal Communications Commission as well as the Public Service Commissions of Louisiana, Florida, and Texas. In her role as Corporate Counsel, she was also responsible for general litigation.

Magdalen returned to firm practice in 2001, where she continued to focus on management labor relations, employment law, and corporate litigation. She has also represented several non-profit and educational institutions in addition to her corporate clients. She has pioneered in the area of charter school labor relations in her representation of several schools which have been targeted for collective bargaining. She is an aggressive litigator who looks for creative solutions which fit the needs of our clients. Her multifaceted experience makes her adept and effective at advising clients on efficacious solutions for workplace issues.

### Professional Affiliations

- American Bar Association
- Louisiana State Bar Association
- New Orleans Bar Association
- New Orleans Regional Leadership Institute (2008 graduate)
- Society of Human Resources Management, local and national chapters
- Women's Professional Council of New Orleans, Past President, Board Member and Bylaws Chair

### Honors

- *New Orleans CityBusiness* "Ones to Watch," 2018
- *New Orleans CityBusiness* Leadership in Law, 2017
- *New Orleans CityBusiness* Women of the Year, 2009
- *Martindale-Hubbell*™ AV Preeminent® Peer Review Rated Lawyer
- *The Best Lawyers in America*® (Labor Law - Management), 2013–2019

### Service Areas

- Education Law
- Hospitality Industry
- Labor and Employment
  - Administrative Hearings and Investigations
  - Counseling, Compliance, Training, & Employee Benefits
  - Employment Litigation and Arbitration

### Education

- Loyola University New Orleans College of Law, J.D., 1986
- Loyola University New Orleans, B.A., 1983, *cum laude*

### Admissions

- Louisiana
- U.S. Court of Appeals for the Fifth Circuit
- U.S. District Court for the Eastern District of Louisiana
- U.S. District Court for the Middle District of Louisiana
- U.S. District Court for the Western District of Louisiana

#### Office

New Orleans

#### Email

[mbickford@mcglinchey.com](mailto:mbickford@mcglinchey.com)

#### Telephone

(504) 596-2726

#### Fax

(504) 910-6944

\* indicates primary office

- *Chambers USA* / Louisiana, Labor & Employment
- *Louisiana Super Lawyers* (Employment & Labor), 2014–2015, 2018-2019
- "Top Lawyer: Labor and Employment Law," *New Orleans Magazine*, 2016, 2018, 2019

### Community and Other Activities

- Boys Town Louisiana, Board Member
- Junior League of New Orleans
- St. Anna's, Past President and Board Member
- Lambeth House Foundation, Board Member
- Holy Rosary Academy and High School, Former Member, Advisory Board
- St. Francis of Assisi
- St. Mary's Dominican Alumnae Association

### Recent Publications

- August 26, 2019 [Department of Labor Finalizing Federal Overtime Rule](#)  
On March 7, 2019, the United States Department of Labor issued a proposed new rule that would significantly change the pay standards for overtime exemptions under the Fair Labor Standards Act.  
McGlinchey Labor & Employment Alert
- June 5, 2019 [Employer Beware: The U.S. Supreme Court Allows a Plaintiff to Bypass the EEOC](#)  
On June 3, 2019, in *Fort Bend County, Texas v. Davis*, the Supreme Court unanimously held that federal courts can exercise jurisdiction over discrimination claims that were never brought before the Equal Employment Opportunity Commission.  
McGlinchey Labor & Employment Alert
- February 4, 2019 [Deadline Extension for EEOC Survey Announced Due to Shutdown](#)  
On February 1, 2019, the Equal Employment Opportunity Commission (EEOC) announced that, due to the partial lapse in appropriations, the opening of the EEO-1 has been postponed until early March 2019. The deadline to submit EEO-1 data is extended until May 31, 2019.  
McGlinchey Labor & Employment Alert
- September 25, 2018 [U.S. Fifth Circuit Holds that Louisiana Charter Schools are Subject to the NLRA](#)  
On September 21, 2018, the U.S. Fifth Circuit Court of Appeals ruled that a Louisiana charter school is subject to the National Labor Relations Act (NLRA) like most other privately controlled employers.  
McGlinchey Education Law Alert
- March 16, 2018 [Louisiana Supreme Court Issues Landmark School Decision](#)  
The Louisiana Supreme Court issued a landmark decision on March 13, 2018, upholding the constitutionality of the allocation of state and local Minimum Foundation Program (MFP) funding to New Type 2 charter schools pursuant to La. Const. art. VIII, § 13. *Iberville Parish Sch. Bd. v. Louisiana State Bd. of Elementary & Secondary Educ.*, No. 2017-C-0257 slip op. (La. March 13, 2018).  
McGlinchey Labor & Employment Alert
- October 31, 2017 [Employer Update: Title VII Protection for Transgender Status Up in the Air](#)  
Federal government agencies are in conflict among themselves as to whether Title VII of the Civil Rights Act of 1964 prohibits discrimination based on sexual orientation, including transgender status. Likewise, federal

courts have reached differing conclusions.

McGlinchey Labor & Employment Alert

- October 24, 2017 [Evaluate Your Sexual Harassment Policies and Procedures Now—Don't Wait for the Consequences](#)  
McGlinchey Labor & Employment Alert
- December 20, 2016 [Employers, Take Note: EEOC Fails to Extend Damages to Age Discrimination Claims](#)  
The Equal Employment Opportunity Commission (EEOC) has suffered a setback in its attempt to extend damages to claims invoking the Age Discrimination in Employment Act (ADEA).  
McGlinchey Labor & Employment Alert
- December 5, 2016 [Handshakes and Good Intentions Can Lead to Costly Wage Litigation](#)  
In a recent Louisiana Second Circuit decision, a CPA and sole practitioner joined an existing CPA that promised him firm ownership, a good salary, vacation pay, and expense reimbursements.  
McGlinchey Alert
- September 29, 2016 [Breaking News for Employers: DOL's Changes to Overtime Pay Possibly Postponed](#)  
DOL's proposed changes have been postponed for now. Employers who previously classified certain lower- and mid-level managers as exempt from earning overtime pay should stay on alert.  
McGlinchey Labor & Employment Alert
- August 2016 [Understanding the new overtime pay regulations](#)  
10/12 Industry Report
- May 19, 2016 [Next Steps for Employers Following DOL's Overtime Final Rule](#)  
Dramatic change is coming for employers who previously classified certain lower- and mid-level managers as exempt from earning overtime pay.  
McGlinchey Labor & Employment Alert

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## Events

- November 15, 2019 [Successfully Navigating the Waters of Independent Contractors](#)  
Accounting & Financial Women's Alliance (AFWA)  
New Orleans, LA
- November 8, 2019 [Handling Troubled or Troubling Employees](#)  
New Orleans Chapter of the Association of Legal Administrators (ALA)  
New Orleans, LA
- October 22, 2019 [Employment Law: Advanced Issues and Answers](#)  
National Business Institute Seminar  
New Orleans, LA
- October 21, 2019 [Employment Law Training](#)  
LSU Human Resources Team  
Baton Rouge, LA
- October 15, 2019 [Handling the Intergenerational Workforce](#)  
2019 Consumer Finance Legal Conference

New Orleans, LA

- September 27, 2019 **Bring Your Own Policy (BYOP) in Monroe**  
Noon – 1:30 p.m.
- Premier Plaza – 7th Floor  
1900 N. 18th Street  
Monroe, LA 71201
- September 18, 2019 **Key Strategies to Strengthening Diversity and Inclusion: Sharing Proactive Changes in the Workplace**  
ACI Women Leaders in Financial Services Law and Compliance Conference  
New York, NY
- August 22, 2019 **Ethics after #MeToo**  
Cutting Edge Entertainment Law Seminar  
New Orleans, LA
- July 24, 2019 **Networking Working Group on Bridging the Gender and Generational Divide**  
Women Leaders in Life Sciences Law  
Boston, MA
- July 11, 2019 **Labor and Employment Law for Business Attorneys**  
"Business Law: Start to Finish"  
National Business Institute (NBI)  
New Orleans, LA
- June 26, 2019 **Bring Your Own Policy (BYOP) Breakfast**  
8:15 a.m. – 9:30 a.m.
- McGlinchey Stafford  
112 West 34th Street, Suite 1515  
New York, NY 10120
- June 24, 2019 **Hypothetical Scenarios on Equal Pay, Family Leave, and the #MeToo Movement: The Unwritten Rules for Addressing Highly Sensitive, Complex Challenges**  
ACI 32nd National Forum on Wage & Hour Claims and Class Actions  
New York, NY
- June 3, 2019 **Webinar: Fallout from the College Admissions Scandal**  
12:00 p.m. ET / 11:00 a.m. CT / 9:00 a.m. PT
- Webinar
- April 11 & 18, 2019 **Powerful Voices - Women in Leadership**  
**Baton Rouge**  
Thursday, April 11, 2019  
8:00 a.m. - 9:30 a.m.
- The Emerge Center  
7784 Innovation Park Drive  
Baton Rouge, LA 70820
- New Orleans**  
Thursday, April 18, 2019

8:00 a.m. - 9:30 a.m.

McGlinchey Stafford  
601 Poydras Street, Suite 1200  
New Orleans, LA 70130

- March 22, 2019 **Managing a Multi-Generational Workforce**  
Society of Louisiana CPAs 2019 Controllers Workshop  
Baton Rouge, LA
- February 13, 2019 **Human Resource Law From Start to Finish**  
NBI Seminar  
New Orleans, LA
- February 7 & 8, 2019 **Bring Your Own Policy (BYOP) Breakfast 3.0**  
**Baton Rouge**  
Thursday, February 7, 2019  
8:15 a.m. - 9:30 a.m.  
  
McGlinchey Stafford  
301 Main Street, Suite 1400  
Baton Rouge, LA 70801  
  
**New Orleans**  
Friday, February 8, 2019  
8:15 a.m. - 9:30 a.m.  
  
McGlinchey Stafford  
601 Poydras Street, Suite 1200  
New Orleans, LA 70130
- November 9, 2018 **#MeToo and You: Time to Revisit Your Policies to Protect Employees and Avoid Complaints**  
LCPA Human Resources Workshop  
Kenner, LA
- November 9, 2018 **Bridging the Gap at Work: Improving Intergenerational Communication**  
LCPA Human Resources Workshop  
Kenner, LA
- October 30, 2018 **Employment Policies - Bring Your Own Policy**  
German American Chamber of Commerce of the Southern U.S., Inc.  
Houston, TX
- October 19, 2018 **Whistleblower Response and Strategy Related to Internal Investigations**  
2018 Consumer Finance Legal Conference New Orleans, LA
- October 15, 2018 **Protecting Student Data in an (Un)Secure World**  
Southern Association of Independent Schools (SAIS) - Annual Conference  
Charleston, SC
- October 10, 2018 **Employment Law: 2018 Comprehensive Guide**  
National Business Institute  
New Orleans, LA
- August 16, 2018 **#MeToo and You: Time to Revisit Your Policies to Protect Employees and Avoid Complaints**

- LCPA 2018 Business and Industry Conference  
New Orleans, LA
- June 5, 2018 [Navigating the Uncertainty Surrounding Joint Employment Liability and Defeating Joint Employment Allegations Early in Litigation](#)  
ACI Wage & Hour Claims and Class Actions Forum  
New York, NY
- April 19–22, 2018 [Wheel of Procedure: A Lawyer's Game](#)  
New Orleans Bar Association's Bench Bar Conference  
Point Clear, AL
- April 6, 2018 [Legal Panel: Hot Topics in HR](#)  
Louisiana Society for Human Resource Management's Annual Conference  
New Orleans, LA
- March 23, 2018 [Bring Your Own Policy \(BYOP\) Breakfast 3.0 - Investigations: Who and Why? New Orleans](#)  
**McGlinchey Stafford**  
601 Poydras Street, Suite 1200  
New Orleans, LA 70130
- March 22, 2018 [Bring Your Own Policy \(BYOP\) Breakfast 3.0 - Investigations: Who and Why? Baton Rouge](#)  
**McGlinchey Stafford**  
301 Main Street, Suite 1400  
Baton Rouge, LA 70801
- January 24, 2018 [Law & Order: Human Resources Unit](#)  
NOLA-SHRM January 2018 Lunch Meeting  
New Orleans, LA
- December 18, 2017 [Business Attorney's Guide to Information Technology: Facebook, Twitter, and Other Social Media Concerns](#)  
National Business Institute Seminar  
New Orleans, LA
- December 13, 2017 [Ensuring Local Governments Comply with the Law](#)  
National Business Institute Seminar  
New Orleans, LA
- December 12, 2017 [BYOP 2.0: Bring Your Own Policy](#)  
a McGlinchey Stafford Webinar
- December 7, 2017 [You have your EEO policy in your handbook, but is that enough?](#)  
Ultimate Software's HR Workshop  
New Orleans, LA
- November 30, 2017 [HR Legal Compliance for Manufacturers, Skilled Trades and Construction](#)  
National Business Institute Seminar  
New Orleans, LA
- November 10, 2017 [The Ever-Changing World of Human Resources](#)  
LCPA 2017 Human Resources Workshop  
New Orleans, LA
- October 13, 2017 [Labor and Employment Issues for the Financial Services Industry:](#)

[ADA Website Compliance, DOL Update, and FCRA Concerns](#)

16th Annual Consumer Finance Legal Conference  
New Orleans, LA

- September 26, 2017 [Exploring the Current and Anticipated Impacts of the New Presidential Administration on Employment Discrimination Claims](#)  
9th Annual Forum on Defending and Managing Employment Discrimination Litigation  
American Conference Institute  
New York, NY
- July 20, 2017 [HR Law for Non HR Lawyers](#)  
New Orleans, LA
- July 13, 2017 [Bring Your Own Policy \(BYOP\) Breakfast](#)  
**McGlinchey Stafford**  
301 Main Street, Suite 1400  
Baton Rouge, LA 70801
- June 15, 2017 [Bridging the Gap at Work: Improving Intergenerational Communication](#)  
Association for Women Attorneys Luncheon  
New Orleans, LA
- April 6, 2017 [The NLRB Strikes Again: Will Louisiana or California Strike Back?](#)  
Alliance of Public Charter School Attorneys  
New Orleans, LA
- April 6, 2017 [Bring Your Own Policy \(BYOP\) Breakfast](#)  
**McGlinchey Stafford**  
Pan American Life Center  
601 Poydras Street, 12th Floor  
*Parking is available and can be accessed on the Camp Street side of the building*
- March 29, 2017 [So you want to be a Lawyer](#)  
St. Mary's Dominican High School  
New Orleans, LA
- January 25, 2017 [The Rebellious Future of HR](#)  
DisruptHR New Orleans  
Peoples Health New Orleans Jazz Market
- November 4, 2016 [A Good Handbook Is Never Finished](#)  
LCPA 2016 Human Resources Workshop
- September 7, 2016 [Essentials of Employment Law](#)  
Sterling Education Services  
New Orleans, LA
- August 10, 2016 [Essentials of Employment Law](#)  
Medical Group Managers Association  
New Orleans, LA
- June 1, 2016 [ABA EEO Subcommittee for Greater New Orleans](#)  
New Orleans, LA

April 13, 2016	Legal Update of the Labor and Employment Law Landscape for 2016 Property Casualty Insurers Association of America New Orleans, LA
October 13, 2015	Healthy Schools and the New Labor Landscape 8th Annual Louisiana Charter Schools Conference Baton Rouge, LA
September 9, 2015	10th Annual Fundamentals of Employment Law Sterling Education Services New Orleans, LA
May 11, 2015	Local Government Law: What Attorneys Need to Know National Business Institute Lafayette, LA
September 10, 2014	9th Annual Fundamentals of Employment Law Sterling Education Services New Orleans, LA
May 8, 2014	ERISA Litigation & Internet Ethics Association of Corporate Counsel Louisiana Chapter New Orleans, LA
August 6, 2013	Hiring & Terminating: The Ins and Outs of Employment Law Sterling Education Services New Orleans, LA
May 11, 2012	Covering Assets/Retaliation Claims Association of Corporate Counsel Louisiana Chapter New Orleans, LA
February 2, 2012	Hot Topic: Disability Issues in Employment & Labor Law American Bar Association New Orleans, LA
May 18, 2011	Difficult Conversations with Employees: Termination, Alcohol, Depression American Bar Association Committee for Liaison with EEOC, OFCCP & DOJ New Orleans, LA
May 5, 2011	Jazz Fest Jump Start Association of Corporate Counsel Louisiana Chapter New Orleans, LA
December 6, 2010	Employment Law Alphabet Soup National Business Institute New Orleans, LA
April 23, 2010	Jazz Fest Jump Start Association of Corporate Counsel Louisiana Chapter New Orleans, LA

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**News Results**



August 15, 2019	<a href="#">Forty-two McGlinchey Stafford Attorneys Recognized in The Best Lawyers in America® 2020; Six Named "Lawyer of the Year"</a> McGlinchey News Release
April 25, 2019	<a href="#">McGlinchey Stafford Receives Nationwide, State, and Individual Honors in Chambers USA 2019</a> McGlinchey News Release
March 27, 2019	<a href="#">McGlinchey Stafford's Women's Initiative Network Hosts "Powerful Voices" Events</a> McGlinchey News Release
March 21, 2019	<a href="#">Emphasizing 'entrepreneurial opportunity,' NLRB upends Obama-era independent contractor standard</a> New Orleans CityBusiness
January 4, 2019	<a href="#">Twenty-three McGlinchey Stafford Attorneys Named to Louisiana Super Lawyers 2019</a> McGlinchey News Release
November 1, 2018	<a href="#">Five Attorneys Named to New Orleans Magazine's "Top Lawyers" 2018</a> McGlinchey News Release
August 15, 2018	<a href="#">Thirty-nine McGlinchey Stafford Attorneys Recognized in The Best Lawyers in America® 2019; Four Receive "Lawyer of the Year" Honors</a> McGlinchey News Release
June 8, 2018	<a href="#">Mag Bickford Featured in CityBusiness' "Ones to Watch"</a> New Orleans CityBusiness
May 7, 2018	<a href="#">McGlinchey Stafford Receives Nationwide, State, and Individual Honors in Chambers USA 2018</a> McGlinchey News Release
February 9, 2018	<a href="#">Trump's pro-employer picks to reorient EEOC's priorities</a> New Orleans CityBusiness
January 19, 2018	<a href="#">A Q&amp;A with Magdalen Blessey Bickford</a> New Orleans CityBusiness
January 2, 2018	<a href="#">McGlinchey Stafford Names Nine New Members in 2018</a> McGlinchey News Release
December 28, 2017	<a href="#">Twenty-Six McGlinchey Stafford Attorneys Recognized in Louisiana Super Lawyers 2018</a> McGlinchey News Release
August 24, 2017	<a href="#">McGlinchey Stafford Raises Top Sum for Food &amp; Funds Challenge for Fourth Consecutive Year</a> McGlinchey News Release
August 15, 2017	<a href="#">Forty McGlinchey Stafford Attorneys Recognized in The Best Lawyers in America® 2018; Four Receive "Lawyer of the Year" Honors</a>

	McGlinchey News Release
May 26, 2017	<a href="#">McGlinchey Stafford Receives Nationwide, State, and Individual Honors in Chambers USA 2017</a> McGlinchey News Release
February 22, 2017	<a href="#">McGlinchey Stafford Attorneys Beauchamp and Bickford Selected to New Orleans CityBusiness' Leadership in Law 2017</a> McGlinchey News Release
August 15, 2016	<a href="#">Forty-Three McGlinchey Stafford Attorneys Recognized in The Best Lawyers in America® 2017; Eight Named "Lawyer of the Year"</a> McGlinchey News Release
May 27, 2016	<a href="#">McGlinchey Stafford Receives Nationwide, State, and Individual Honors in Chambers USA 2016</a> McGlinchey News Release
May 18, 2016	<a href="#">Lusher teachers vote to reject collective bargaining by union</a> Uptown Messenger
April 5, 2016	<a href="#">Bickford to Speak at Property Casualty Insurers Association New Orleans Meeting</a> McGlinchey News Release
March 31, 2016	<a href="#">Noted Labor &amp; Employment Litigator Mag Bickford Joins McGlinchey Stafford in New Orleans</a> McGlinchey News Release