



William W. Bowser

PARTNER

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When private and public employers sit down at the negotiation table, Bill Bowser is often by their side. He represents management during high-profile labor negotiations, union campaigns, and binding interest arbitration matters.

Bill defends employers in breach of contract, employment discrimination, civil rights, harassment, and wrongful termination lawsuits in both state and appellate courts. He also represents employers in administrative proceedings before the NLRB, the Delaware PERB, the EEOC, the Delaware Department of Labor, and other government agencies.

Bill believes that employers can often avoid litigation by developing effective employee handbooks, workplace policies and procedures that properly comply with FMLA and ADA guidelines. He not only helps employers craft these documents but also trains in-house counsel, human resource professionals, supervisors, and employees to make certain these policies are consistently followed.

In today's high-tech workplace, employers often ask Bill to draft or review employment agreements that contain restrictive covenants or trade secret provisions. Bill, along with his corporate and intellectual property colleagues, can help protect company assets and eliminate the misappropriation of confidential information.

Bill was selected by *The Best Lawyers in America*® as the 2018 Lawyer of the Year for Management Employment Law. He also was named Labor and Employment Lawyer of the Year in 2016 and as Management Labor Lawyer of the Year in 2012. He is also listed as a top employment lawyer (Band 1) in the 2018 edition of *Chambers USA: America's Leading Lawyers for Business*, a recognition he has maintained since 2006.

Bill is General Counsel to the Delaware Public Employment Labor Relations Association and was appointed by Governor John Carney to serve as the Chair of Delaware's Judicial Nominating Commission.

Practices

- Labor and Employment
- Education Law

Education

- Villanova University Charles Widger School of Law (J.D., *cum laude*)
- University of Delaware (B.A.)
 - with Honors

Bar Admissions

- Delaware

Court Admissions

- U.S. District Court for the District of Delaware
- U.S. Court of Appeals for the Third Circuit
- U.S. Court of Appeals for the Fourth Circuit
- U.S. Court of Appeals for the Fifth Circuit
- U.S. Court of Appeals for the Third Circuit
- U.S. Supreme Court

Distinctions

- Delaware *Super Lawyers*®, Employment & Labor, 2015-2016
- *The Best Lawyers in America*®, 2016 Delaware Management Labor Law Lawyer of the Year, 2014 Delaware Litigation Labor and Employment Lawyer of the Year and 2012 Delaware Management Labor Lawyer of the Year
- *Chambers USA - America's Leading Lawyers for Business*, Labor and Employment, 2006 - Present

Memberships and Affiliations

- Delaware State Bar Association, Section of Labor & Employment Law, Past Chair, Member
- Delaware Cancer Consortium, Past Chair
- Candlelighters Childhood Cancer Foundation of Delaware, Treasurer
- Judicial Nominating Commission, Chair
- Governor Carney's Transition Team, Chair

Publications

June 27, 2018

U.S. Supreme Court Rules Employees Cannot Be Forced To Pay Fair Share Fees

August 1, 2017

Delaware Employers Rush to Get High (Priority)

Delaware Employment Law Letter, Vol. 22, No. 8

June 1, 2017

House Bill Would Legalize Recreational Marijuana, Give Delaware Employers Hazy View

Delaware Employment Law Letter Vol. 22, No. 6, June 2017

September 1, 2016

New OSHA Rule Threatens Delaware Employers' Drug-testing Programs

Delaware Employment Law Letter, Vol. 21, No. 9

July 1, 2016

3 Delaware Laws Expand Workplace Protections for Women

Delaware Employment Law Letter, Vol. 21, No. 7

December 1, 2015

Marijuana brings changes to Delaware workplaces

Delaware Employment Law Letter, Vol. 20, No. 12, December 2015

October 1, 2015

Colbert, Letterman and the NLRB

Delaware Employment Law Letter, Vol. 20, No. 10, October 2015

July 1, 2015

What A Difference a Day Makes Under the FMLA

Delaware Employment Law Letter, Vol. 20, No. 7, July 2015

January 7, 2014

Noncompetition Agreements, Bloomberg BNA's Corporate Practice Series Portfolio No. 97

December 1, 2013

Sex, Drugs, and Fire Hoses: A Retrospective

Delaware Employment Law Letter, Vol. 18, No. 12, December 2013

February 1, 2012

Will Delaware's Medical Marijuana Law Go Up in Smoke?

Delaware Employment Law Letter, Vol. 17, No. 2

October 1, 2011

New Rule Means New Poster For Nearly All Employers

Delaware Employment Law Letter, Vol. 16, No. 10, October 2011

March 1, 2011

Legislation: Delaware Legislature Buzzing Over Medical Marijuana

Delaware Employment Law Letter, Vol. 16, No. 3, March 2011

February 1, 2010

Take Care When Love is in the Air: Lessons from the Letterman and Phillips Affairs

HRTimes First Quarter 2010 at 10

January 5, 2010

Make This the Year to Follow Through With Screenings, On Cancer, Article Written by William W. Bowser, Chairman of Delaware Cancer Consortium

The News Journal

November 1, 2009

Not So Funny Business - What Employers Can Learn From the David Letterman Affairs

Delaware Employment Law Letter, Vol. 14, No. 11, November 2009

November 1, 2006

Employees Go Cyber: The Problem of Internet "Blogging"

Metropolitan Corporate Counsel, November 2006 at 30

March 1, 2006

Navigating Blogs in the Workplace

Delaware Employment Law Letter, Vol. 11, No. 3

Events

April 25, 2019

2019 Annual Employment Law Seminar

April 26, 2018

Bowser, Holt and Russell Attend Annual Conference of the Employers Counsel Network

April 12, 2018

2018 Annual Labor and Employment Law Seminar

May 11, 2017

2017 Annual Labor and Employment Law Seminar

April 27, 2016

2016 Annual Employment Law Seminar

January 2, 2016

Young Conaway's Labor and Employment Law Team of Bowser, Holt, Stafford and Russell to Speak at 2016 Delaware SHRM State Conference

September 17, 2015

William Bowser and Scott Holt Will Lead the SHRM Delaware State Council Workshop

May 8, 2014

2014 Annual Employment Law Seminar

May 9, 2013

2013 Annual Employment Law Seminar

May 23, 2012

Sex Abuse Policies & Litigation: What Every Superintendent Needs To Know

April 28, 2010

2010 Annual Employment Law Seminar

November 12, 2009

Differentiate, ABA Law Firm Marketing Strategies Conference

Philadelphia, Pennsylvania

April 29, 2009

2009 Annual Employment Law Seminar

Chase Center on the Riverfront

February 17, 2009

"The Coming Union Revival Effort: The Employee Free choice Act and Other Likely Labor and Employment Law Changes," DelMarVa SHRM Monthly Meeting

The Georgia House

January 13, 2009

"The New FMLA Regulations: What You Need To Know Now!," DESHRM Meeting

Cavalier country Club

News

November 1, 2018

Delaware Today Magazine Recognizes 17 Young Conaway "Top Lawyers"

August 15, 2018

42 Young Conaway Lawyers Recognized by Best Lawyers in America, with 4 Attorneys Further Recognized as Lawyers of the Year (Wilmington, DE)

June 28, 2018

Bowser Quoted in HR Daily Advisor, "Long-Awaited Supreme Court Decision Strikes Down Union 'Fair Share' Fees"

June 13, 2018

18 Young Conaway Attorneys Named 2018 Delaware Super Lawyers

May 4, 2018

23 Young Conaway Attorneys Ranked as "Leaders in their Field" in 2018 Chambers USA

August 15, 2017

41 Young Conaway Attorneys Named in The Best Lawyers In America and Three Attorneys Receive Additional Specialty Recognition as Lawyer of the Year (Wilmington, DE)

May 26, 2017

25 Young Conaway Attorneys Recognized As "Leaders In Their Field" by Chambers USA 2017 Edition

May 14, 2017

22 Young Conaway Attorneys Named 2017 Delaware Super Lawyers

March 15, 2017

William W. Bowser Appointed By Governor Carney To Chair Judicial Nominating Commission

September 26, 2016

William W. Bowser Appointed to Delaware Pathways Steering Committee

May 27, 2016

28 Young Conaway Attorneys Ranked As "Leaders In Their Field" By Chambers USA 2016

May 13, 2016

23 Young Conaway Attorneys Named Delaware Super Lawyers, 4 Named Rising Stars

November 2, 2015

Delaware Today Announces 2015 Top Lawyers

August 17, 2015

36 Young Conaway Attorneys Named In 2016 Best Lawyers in America

May 28, 2015

21 Young Conaway Attorneys Featured as 2015 Delaware Super Lawyers, including 3 Rising Stars

May 19, 2015

24 Young Conaway Attorneys Ranked As Leaders In Their Field By Chambers USA 2015

May 23, 2014

25 Young Conaway Attorneys Listed As "Leaders in their Field" in Chambers USA for 2014

January 25, 2014

Bowser Quoted InThe Delaware News Journal, "Conquering Cancer"

October 28, 2013

Nine Young Conaway Lawyers Chosen As "Top Lawyers" By Delaware Today Magazine

August 16, 2013

36 Young Conaway Attorneys Named Best Lawyers in America 2014

June 5, 2013

Twenty-Eight from Young Conaway are Delaware Super Lawyers 2013



May 24, 2013

Young Conaway -- Top Ranked in Chambers USA 2013

October 31, 2012

Delaware Today Names 14 YCST as "Top Lawyers" – The Most of Any Firm!

September 16, 2011

Young Conaway Attorneys Honored in The Best Lawyers in America® 2012

June 10, 2011

Chambers USA 2011 – 21 YCST Lawyers And More Practice Areas Than Any Other DE Firm!