



Peter D. Guattery

PARTNER; CO-CHAIR OF LABOR & EMPLOYMENT SECTION

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TOWSON

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BIOGRAPHY

Mr. Guattery represents public and private employers, both for profit and nonprofit, in all aspects of their employment relationship. He has successfully represented employers against discrimination and other employment-related claims before federal, state and local FEP agencies, and in state and federal courts and respective courts of appeal throughout the mid-Atlantic region. In addition, he has extensive experience in representing U.S. and foreign corporations and individuals in immigration related matters, including ICE audits and enforcement proceedings, NAFTA, international inter-company transferees, treating trader/investors, national interest waivers, immigration compliance and other aspects relating to the employment of foreign nationals.

RECOGNITIONS

- *Chambers USA*, Labor & Employment, Maryland (2005–Present)
- *Benchmark Litigation*, Maryland (2025–Present)
- *The Best Lawyers in America*®, Employment Law - Management (2012–2027), Litigation - Labor and Employment (2025–2027)

PRACTICES & INDUSTRIES

[Labor & Employment](#)

[Labor and Employment Litigation](#)

[Immigration/Employment of Foreign Nationals](#)

[EEO/Discrimination Claim Representation](#)

[Employment Tort Claims and Related Litigation](#)

[Associations, Nonprofits and Political Organizations](#)

[Continuing Care Retirement Communities, Long Term Care, Assisted Living](#)

[International](#)

EDUCATION

University of Pennsylvania, 1987, J.D.

Johns Hopkins University, 1984, B.A.

- *Maryland Super Lawyers*®, Employment & Labor, and Immigration (2008–2022)
- AV Preeminent®: Martindale-Hubbell® Peer Review Ratings™
- *The Daily Record* Power List of Employment Law Attorneys (2025)

MEMBERSHIPS & ACTIVITIES

- Secretary, Board of Directors: Baltimore City Rotary Club
- Past Member: Maryland State Bar Association, Labor Section Council Member
- Past Member: American Bar Association, Labor Law Section
- Past Chair: Labor & Employment Law Section, Maryland State Bar Association
- Past Member: American Immigration Lawyers Association

LABOR & EMPLOYMENT

- Obtained Summary Judgment for employer in case of first impression under the Motor Carrier Act exemption to the FLSA, *Gonzalez v. NETTTS*, 932 F.Supp. 697 (D.Md 1996)
- Successfully represented public and private employers against discrimination and employment-related claims before federal, state and local FEP agencies, and at trial (both jury and nonjury) in state and federal courts and respective courts of appeal throughout the mid-Atlantic region
- Extensive experience in counseling and assisting clients in the hiring of foreign nationals and developing strategies for meeting business goals
- Advice and counsel on compliance with applicable laws, avoiding costly litigation, and, when necessary, defending against individual and/or governmental challenges to employment policies and procedures

INTERNATIONAL

- Extensive experience in representing U.S. and foreign corporations and individuals in immigration related matters, including NAFTA, international inter-company transferees, treating trader/investors, national interest waivers, immigration compliance and other aspects relating to the hiring of foreign nationals

ADMISSIONS

District of Columbia
Maryland

- Chair, Pangea.Net, an international network of law firms

INSIGHTS

The Use of Employer of Record (EOR) - Organizations: Practical Insights, PangeaNet, April 2026

Legalization of Recreational Marijuana Use and What it Means for Providers, Webinar, LeadingAge Maryland, November 2022

The Post-COVID (Almost) Economy and Employment Law, Presentation, LeadingAge Maryland, July 2022

Employment Law Update, LeadingAge Maryland's "Stand Up: Employment Law" Conference, July 2022

Employment Law Update, LeadingAge Maryland and LeadingAge DC Annual Conference, May 2022

Taking Your Board to the Next Level, LeadingAge Maryland and LeadingAge DC Annual Conference, May 2022

Shifting Currents in Religious Liberty and Religious Discrimination Claims Under Title VII, Maryland State Bar Association Labor & Employment Law Newsletter, Winter 2022

Vaccine Mandate Requirements, Webinar, LeadingAge Maryland, August 2021

Ask Us Anything! Employees Returning to Work, Webinar, June 2021

Tips for Employers in Navigating the COVID-19 Vaccination Landscape, Webinar, LeadingAge Maryland, March 2021

Recent Legal Developments and Covid-19 Update, Webinar, Association of Electric Cooperatives, February 2020

COVID-19 Vaccination: What's the Process and What Can You Do?, Webinar, National Stone, Sand & Gravel Association, February 2020

Can Your Association Adopt a COVID-19 Vaccine Requirement?, as featured in *Associations Now*, February 2021

Employment Law Update: Where we are now, eight months since the lockdowns, LeadingAge Maryland & DC Annual Conference, Virtual, October 2020

Employer Liability in a Post-COVID World, Webinar, Association of TeleServices International, July 2020

Maintaining a Safe and Healthy Business, Webinar, Hunt Valley Business Forum, May 2020

The Work Landscape During COVID-19: What Does Normalcy Resemble?, Webinar, May 2020

Exempting Employees from the Expanded Paid Leave and FMLA Provisions, Webinar, LeadingAge Maryland, April 2020

COVID-19 and Related Issues, Webinar, guest speaker, LeadingAge Maryland, April 2020

Turn and Face the Strain - New PERM Regulations, Maryland Bar Journal, Vol. 38, No. 6, November/December 2005

Limits and License in Rule 35 Examinations, Maryland Bar Journal, Vol. 35, No. 1, January/February 2002

New Technologies, New Liabilities - Employment Law in the Information Age, Maryland Bar Journal, Vol. 33, No. 3, May/June 2000

Enforcing Diversity: Handling Harassment Claims, The Business Monthly, September, 1998

Sexual Harassment: Hostile Environment Claims, Maryland Bar Journal, Vol. 25, No. 4, July/August, 1992

If It Feels Like Harassment, It Probably Is, Legal Times, Vol. XIV, No. 21, October 14, 1991