



**Victor O. Cardwell**

*Principal, Roanoke*  
Licensed in: 1987, Virginia Bar

Phone: 540-983-7529  
Fax: 540-983-7711  
cardwell@woodsrogers.com  
www.woodsrogers.com

---

---

Victor Cardwell specializes in Labor and Employment law. Victor has been named to the “Best Lawyers in America” list in 2006 and 2007. Prior to joining Woods Rogers in 1991, Victor served as Deputy Associate Chief Counsel with the U. S. Department of Labor Benefits Review Board. Victor is a member of the House of Delegates of the American Bar Association, representing Virginia, and is a former member of the Governor's Council on Human Rights. He was selected as the Roanoke Junior Chamber of Commerce Outstanding Young Man of the Year for 1998.

Victor works on cases involving all issues represented in the labor and employment field, and has specialized interest in workplace violence, diversity, harassment, and the Fair Labor Standards Act.

Victor provides training in a number of areas of labor and employment law across the state and is experienced in representing management in union organizing campaigns and union avoidance techniques. He has practiced before the National Labor Relations Board and has significant experience before state and federal courts and administrative agencies throughout the region. Victor has written and lectured on these as well as other areas of labor and employment law throughout the region.

**Areas of Practice:**

- Labor and Employment
- Local Government

**Admissions:**

- 1990, District of Columbia
- 1989, District of Columbia Court of Appeals
- 1996, U.S. Court of Appeals, Fourth Circuit
- 1992, U.S. District Court, Western District of Virginia; Supreme Court of Virginia
- 2003, U.S. District Court, Eastern Division of Virginia

**Education:**

- Washington & Lee University, J.D., 1987
  - University of Virginia, B.A., 1983
- 
-

### **Professional Associations and Memberships:**

- Roanoke Bar Association, Member
- Virginia State Bar, Member
- Virginia State Bar, Membership Committee
- Old Dominion Bar Association, Member
- Virginia Bar Association, Member
  - Labor and Employment Law Section
- National Bar Association, Member
- American Bar Association
  - Labor and Employment Law Section, Delegate Member from VA
  - Sports and Entertainment Law Section, Delegate Member from VA
- Society for Human Resource Management:
  - National
  - Lynchburg
  - New River Valley
- 23rd Judicial Circuit Court's, Fee Dispute Resolution Program, Chair
- America Inns of Court, Associate (former)
- Family Services of the Valley, Board of Directors

### **Community Involvement**

- Mill Mountain Zoo
  - Child Health Investment Program (CHIP)
  - Planned Parenthood of the Blue Ridge
  - Center in the Square
  - United Way of Roanoke Valley
  - Downtown Roanoke, Inc.
  - The Arts Council for the Blue Ridge
  - Inner City Athletic Association
  - The Virginia Commission of Human Rights
  - NAACP
  - Bedford Area Chamber of Commerce, Board of Directors
-