



Tristan Morales

Partner

Washington, DC

D: +1-202-383-5112

tmorales@omm.com

Tristan Morales is an accomplished labor and employment partner and class action litigator. His cutting-edge work for major airlines spans the Railway Labor Act (RLA) and Uniformed Services Employment and Reemployment Rights Act (USERRA), among a range of other statutory and contractual matters. As a leader of O'Melveny's Affirmative Action Working Group, Tristan also has extensive experience advising employers on challenges to corporate diversity programs.

Tristan was named a "Rising Star" in transportation law by *Law360* in 2021. His well-recognized experience in the airline industry includes federal court litigation, including more than a half-dozen recent class actions under USERRA and a host of novel high-stakes matters under the RLA. He has first-chaired labor arbitrations before RLA System Boards of Adjustment, and advised airlines on airline transactions, including as to "scope" provisions in airline labor CBAs. His class action experience also includes matters under the Employee Retirement Income Security Act of 1974 (ERISA), as well as consumer class action litigation.

Tristan is also trusted counsel on matters arising under Section 1981 and Title VII, including with emerging challenges to corporate diversity programs for employees and suppliers. A past Pathfinder of the Leadership Council on Legal Diversity (LCLD), he currently serves on the board of directors for the Washington Urban Debate League.

Admissions

Bar Admissions

California

District of Columbia

Court Admissions

US District Court, District of Columbia

US Court of Appeals, Second, Third, Seventh, and Ninth Circuits

US District Court, Central District of California

Education

University of Virginia, J.D.: Supreme Court Litigation Clinic; Finance of Small Enterprise Clinic; Order of the Coif

Northwestern University, B.A., Political Science and Communication Studies; Two-Time National Debate Tournament Champion

Professional Activities

Member of the Board of Directors

- Washington, DC Urban Debate League

Externships

- Honorable Wayne Andersen, United States District Court for the Northern District of Illinois

Co-Author

- “Pilot Duty and Rest Requirements: The FAA Puts its Past Approach to Bed as the New FAR 117 Requirements Take Off,” American Bar Association Railroad and Airline Labor Law Mid-Winter Meeting (March 2014) (with Aparna Joshi)

Honors & Awards

- Named to the 40 & Under Hot List for Labor and Employment by *Benchmark Litigation* (2022)
- Named a “Rising Star” in Transportation by *Law360* (2021)
- Recognized by *The Legal 500 US* for his work in labor and employment disputes (2019) and aviation matters (2019, 2022)