



Contact

**Shanice Z. Smith-Banks**

**Associate**

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Shanice is an associate in the Labor Department. Shanice is a member of several of the firm's Practice Groups, including Investigations, Labor Management Relations and Counseling, Training & Pay Equity. Her practice involves assisting clients in litigations, arbitrations, and administrative proceedings surrounding claims of unlawful discrimination, harassment, and retaliation. She has experience assisting with workplace investigations, pay equity analyses, and counseling clients on a range of employment matters. Relative to her labor relations practice, Shanice assists with representation proceedings, responding to unfair labor practice charges and counseling clients surrounding union organizing efforts and collective bargaining.

Shanice was awarded one of Proskauer's Golden Gavel Awards in 2023 and 2024 celebrating excellence in pro bono work. Shanice's pro bono efforts focus on criminal justice and immigration work. She earned her J.D. from Loyola University New Orleans College of Law, where immediately upon graduation, Shanice argued a case on behalf of the Loyola Criminal Defense Law Clinic in front of the Louisiana Supreme Court.

**Practices**

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Labor Management Relations, Workplace Investigations, Labor & Employment, Employment Litigation

## Education

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Loyola University New Orleans College of Law, J.D.  
Managing Editor, Loyola Journal of Public Interest Law  
Syracuse University, B.S.

## Admissions & Qualifications

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Louisiana

## Court Admissions

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U.S. District Court, Louisiana, Eastern District

## Memberships

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Federal Bar Association, Labor and Employment Section Membership Chair