

David Banks Walston
CHRISTIAN & SMALL LLP
1800 Financial Center
505 North 20th Street
Birmingham, Alabama 35203-2696

Admitted to:

Alabama State Bar - September 27, 1987

United States Court of Appeals for the Eleventh Circuit

United States District Courts for the Northern, Middle and Southern Districts of Alabama

Education:

Vanderbilt University School of Law, J.D. 1987

Emphasis in Labor and Employment law

Legal and Writing Assistant to Robert N. Covington,
Professor of Law, Labor Relations and Labor Standards

Vanderbilt University, B.A. 1984

Practice Experience

Exclusive representation of public and private employers in labor and employment law issues since 1987, including :

Federal employment discrimination charges and actions:

Title VII, Sections 1981, 1981a, and 1983, Americans with Disabilities Act, Age Discrimination in Employment Act, Uniformed Services Employment and Re-employment Readjustment Act

Fair Labor Standards Act:

Collective and individual claims

Recent collective claim defense on behalf of largest publically-traded health care company in the United States

Individual overtime and retaliation claims for multi-state employers

Labor-Management Relations Act / National Labor Relations Act:

Prevention and response to organizational campaigns, unfair labor practice charges and proceedings, grievances and arbitrations

Representation of companies operating under collective bargaining agreements with ten+ unions

Two successful union avoidance campaigns against the United Steelworkers

Alabama counsel for investigation and emergency injunctive relief for national trucking company under organizational campaign by the Teamsters

Employee Retirement Income Security Act litigation:

Federal jurisdiction / preemption / defense of claims for benefits and breaches of fiduciary duty

Occupational Safety and Health Act

Response to compliance audits / retaliation charges

Office of Federal Contract Compliance Programs:

Federal contractor affirmative action and employment standards compliance

Multi-million dollar reduction of proposed back-pay and penalties for alleged violation of affirmative action obligations for federal contractor with manufacturing facilities throughout Southeast, Eastern seaboard and Mid-West

Fair Housing Act

Defense of fair housing discrimination complaints and investigations for two management companies with multi-state operations

Professional Memberships:

American Bar Association - Labor and Employment Law section
Alabama State Bar - Labor and Employment Law section
Alabama Defense Lawyers Association