

## DAVID M. KALTEUX

Partner / Tampa

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### **David Kalteux focuses his practice on employment litigation and traditional labor law and advises clients on implementing proactive strategies to reduce legal risk.**

David counsels and represents employers on discrimination and retaliation claims under Title VII, the Family Medical Leave Act, the Americans with Disabilities Act, the Age Discrimination in Employment Act, and various other employment laws. David is a member of the Firm's Wage and Hour Practice Group and specializes in representing employers in unpaid wage claims under the Fair Labor Standards Act and applicable state law, including class/collective action lawsuits. David also provides guidance to clients on various business litigation matters including the enforcement of noncompetition agreements and breach of contract claims.

David has represented clients in a number of different industries, including restaurant, healthcare, hospitality, airline, non-profit, and solar energy.

David has worked in-house as an employment attorney for an insurance company. During his time in-house, David regularly provided day-to-day employment and business litigation advice, training, and gained a deep understanding of how to best serve his client's needs.

While in law school, David served as a Stetson Law Ambassador and was a member of the Employment Law Society. David was also a Guardian Ad Litem and advocated for children's best interests.

Prior to joining FordHarrison, David was a summer associate with the firm and before that, served as a law clerk at two other Tampa Bay area law firms.

## Representative Experience

- » Represented a hospital in a highly-contentious religious discrimination lawsuit and successfully obtained summary judgment in favor of the client on all claims in the lawsuit.

## EDUCATION

- » Stetson University College of Law (J.D., *cum laude*, 2015)
- » University of South Florida (B.S., 2012)

## BAR ADMISSIONS

- » Florida

## COURT ADMISSIONS

- » U.S. District Court for the Middle District of Florida
- » U.S. District Court for the Southern District of Florida
- » U.S. Court of Appeals for the Eleventh Circuit

- » Represented a healthcare company in a disability and age discrimination lawsuit and successfully obtained summary judgment in the client's favor on all claims in the lawsuit.
- » Represented a school board in a race discrimination and retaliation lawsuit and successfully obtained summary judgment in the client's favor on all claims in the lawsuit.
- » Represented a hospital in a lawsuit where the plaintiff brought over six different claims under a number of different statutes and successfully disposed of many of those claims on a motion to dismiss and the rest of the claims on summary judgment.
- » Represented a non-profit organization in two different lawsuits filed by the same plaintiff – involving claims for unequal pay, retaliation, and discrimination based on sex, disability, and race – and successfully obtained summary judgment in the client's favor on all claims for both lawsuits.
- » Represented clients in complex hybrid class/collective wage and hour lawsuits and have obtained favorable resolutions for the clients.

## Honors & Awards

- » *Best Lawyers in America: Ones to Watch* - Labor and Employment Law - Management and Litigation - Labor and Employment (2021 - 2025)
- » 2016 Hillsborough County Bar Association Leadership Institute Class
- » "Florida Rising Stars" *Super Lawyers Magazine* (2018 - 2023)

## Memberships

The Hillsborough County Bar Association Leadership Institute, Class of 2016-17

## News & Insights

- » August 17, 2023 - Nineteen Florida-Based FordHarrison Attorneys Listed in the 2024 Best Lawyers in America and Eight Listed in Ones To Watch
- » June 26, 2023 - Sixteen Florida-Based FordHarrison Attorneys Listed as 2023 Super Lawyers and Rising Stars
- » December 02, 2021 - The COVID-19 Conundrum: How to Navigate the Competing Federal and Florida COVID-19 Vaccine Laws

- » November 22, 2021 - The COVID-19 Conundrum - How to Navigate the Competing Federal and Florida COVID-19 Vaccine Laws

## Events

- » May 19, 2022 - "Code Blue: Emerging Employment Issues in Healthcare," Hillsborough County Bar Association

## Offices

- » *Tampa:*  
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Tampa, Florida 33602