

DAVID R. ANDERSON

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David Anderson concentrates his practice on labor, employment, and business litigation disputes.

Originally hailing from Illinois and a family of educators, funeral directors and clergy, David learned at a young age how to interact effectively with people from all walks of life. He communicates equally well with executives and rank-and-file employees, a skill that served him well in-house for a major petroleum retailer and now, as outside counsel, makes him a valuable asset to his clients. David prides himself on distilling convoluted regulatory frameworks and legal jargon into crisp business-minded approaches and routinely suggests creative solutions to complicated labor or employment issues for clients.

David practiced in Georgia for many years, and has now put down roots in Dallas, Texas, where he regularly advises employers on virtually every aspect of the employer-employee relationship, providing practical advice on discrimination, harassment, leave management, and union-related concerns. He has a particular interest in labor matters, including bargaining and arbitrations, and regularly handles matters before the NLRB. David also maintains a busy trial practice in state and federal court and is a regular “go to” for appellate work, having successfully overturned several flawed arbitration decisions and defended clients on appeal before administrative and federal tribunals alike.

David is an active member of the firm's mentoring programs and is a Board Member and Chair of the People Committee for Camp Twin Lakes in Rutledge, Georgia. With a degree in music and a few albums under his belt, he still enjoys playing jazz in his spare time, along with skiing with his wife, Katherine. On the weekends, David can usually be found tinkering with a wood-working project under the watchful eye of his two dogs, Laney and Maggie.

Representative Experience

- » Served as lead appellate counsel before the Eleventh Circuit Court of Appeals defending trial court's grant of summary judgment on former employee's FMLA/ADA claims.

EDUCATION

- » Emory University School of Law (J.D., 2015, *with honors*)
- » Millikin University (B.A., 2011, *Magna Cum Laude*)

BAR ADMISSIONS

- » Georgia
- » Texas

COURT ADMISSIONS

- » U.S. Court of Appeals for the Eleventh Circuit
- » U.S. District Court for the Eastern District of Texas
- » U.S. District Court for the Northern District of Texas
- » U.S. District Court for the Southern District of Texas
- » U.S. District Court for the Western District of Texas
- » U.S. District Court for the Northern District of Georgia

- » Served as trial counsel in a weeks-long trial before the National Labor Relations Board obtaining defense verdict on numerous unfair labor practices.
- » Successful dismissal *with prejudice* of class action race discrimination complaint alleging discrimination on behalf of over 50 purported plaintiffs.
- » Successfully obtained as lead and co-counsel defense verdicts or dismissal of dozens of labor and/or employment lawsuits and arbitrations under the ADA, ADEA, FCRA, FLSA, FMLA, NLRA, Title VII, and other state and local employment laws.
- » Served as lead and co-counsel in numerous appellate actions, including successful motions to vacate arbitral decisions in federal court as well as petitions for review before the National Labor Relations Board.
- » Served as co-counsel in numerous restrictive covenant and trade secret cases—including success obtaining and resisting temporary restraining orders and applications for preliminary and permanent injunction.

Honors & Awards

- » *Best Lawyers in America: Ones to Watch* - Labor and Employment Law - Management and Litigation - Labor and Employment (2021 - 2025)
- » "Georgia Rising Stars" *Super Lawyers Magazine* (2024)

Memberships

- » Board of Directors - Camp Twin Lakes

News & Insights

- » SourceBook - Co-Editor, FordHarrison's Labor & Employment Law Sourcebook, Hiring
- » August 16, 2024 - Two Dallas-Based FordHarrison Attorneys Listed in the 2025 Best Lawyers in America and Two Listed in Ones To Watch
- » August 17, 2023 - Two Dallas-Based FordHarrison Attorneys Listed in the 2024 Best Lawyers in America and One Listed in Ones to Watch
- » September 28, 2021 - DIVERSITY IN THE WORKS: Public Accommodation of Service Animals and Emotional Support Animals
- » September 02, 2021 - Texas Expands Coverage and Penalties for Sexual Harassment in the Workplace:

Individual Liability Now Available

Events

- » August 24, 2023 - Texas Employment Law Update - FordHarrison Texas Webinar Series
- » March 04, 2022 - "A View of the NLRB," 2022 Executive Healthcare Labor & Employment Law Conference
- » May 05, 2021 - Employee Handbooks: Do's and Don'ts for 2021 - Complimentary Webinar

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