

## Charles A. Powell IV

Office Managing Shareholder

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## Focus Areas

Discrimination and Harassment  
Litigation and Trials  
Wage and Hour  
Unfair Competition and Trade Secrets  
Construction

## Overview

Charles A. Powell has represented employers throughout the Southeast against employment discrimination and harassment, non-competition and wage and hour litigation lawsuits for more than 30 years. He has a strong record of successfully defending employers against various employment and labor law claims, including:

- A retail chain in a jury trial involving allegations of sexual harassment and state law tort claims
- A hospital in a jury trial over claims of racially discriminatory promotion, discharge and retaliation
- A manufacturing client in a discriminatory discharge jury trial
- A hotel and restaurant in a trial involving allegations of disability discrimination
- A mobile home manufacturer in contentious trials involving race, gender and national origin discrimination claims
- A retail client in unfair labor practice trials

Charles also has particular experience with:

- Title VII
- The Age Discrimination in Employment Act
- The Americans with Disabilities Act Amendments Act
- The Family and Medical Leave Act
- The Equal Pay Act
- The Fair Labor Standards Act

- Section 1981
- State law tort claims

He also successfully defeated class certification efforts in a racial harassment case filed by the Equal Employment Opportunity Commission and has experience litigating wage and hour collective claims involving misclassification and off-the-clock issues.

Additionally, Charles offers counseling on compliance with federal and state labor and employment laws to numerous types of employers, ranging from small businesses to publicly held companies.

## Professional and Community Affiliations

- Member, Labor and Employment Law Section, American Bar Association
- Member, Equal Employment Opportunity Committee, American Bar Association
- Member, Railway and Airline Labor Law Committee, American Bar Association
- Member, Employer Council, American Bar Association , 2009-2015
- Member, Practice and Procedure Under the NLRA Committee, American Bar Association
- Member, Employment Rights and Responsibilities Committee, American Bar Association
- Co-chair, CLE/ Institutes and Meetings Committee, American Bar Association, 2006-2009
- Member, Labor and Employment Law Section, Alabama State Bar
- Member, Labor and Employment Law Section, Florida Bar
- Member, Birmingham Bar Association
- Fellow, American Bar Foundation
- Former chair, McWane Science Center
- Member, McWane Science Center Endowment Board
- Founding board member, Create Birmingham
- Eagle Scout

## Recognition

- Named, The Best Lawyers in America®, 2010-2025
- Named, Lawyer of the Year, Litigation - Labor and Employment, Birmingham, *The Best Lawyers in America*®, 2022
- Named, Lawyer of the Year, Labor Law - Management, Birmingham, *The Best Lawyers in America*®, 2018
- Fellow, *College of Labor and Employment Lawyers*, Inducted 2017
- Named, International Who's Who of Management Labour and Employment Lawyers, *Who's Who Legal*, 2015
- Named, Management Labour and Employment, *Who's Who Legal*, 2011-2015, 2024
- Ranked, Labor & Employment, *Chambers USA*, 2008-2013, 2015-2024
- Named, Super Lawyer, Alabama, *Super Lawyers*, 2008 and 2013-2015
- Awarded, AV® Peer Review Rating, *Martindale-Hubbell*
- Named, Stand-Out Lawyer, *Thomson Reuters*, 2023

- Named, Outstanding Professional Advisor, *Community Foundation of Greater Birmingham*, 2006

## Education

J.D., University of Alabama School of Law, 1992

M.P.A., University of Alabama, 1989

B.A., Vanderbilt University, 1987

## Bar Admissions

Alabama

Florida

## Courts

U.S. Court of Appeals, 4th Circuit

U.S. Court of Appeals, 5th Circuit

U.S. Court of Appeals, 6th Circuit

U.S. Court of Appeals, 11th Circuit

U.S. District Court, Southern District of Alabama

U.S. District Court, Middle District of Alabama

U.S. District Court, Northern District of Alabama

U.S. District Court, Southern District of Florida

U.S. District Court, Middle District of Florida

U.S. District Court, Northern District of Florida

## Publications & Press

### **Little Ranked in 2024 Chambers USA Guide**

*Little Press Release*

June 6, 2024

### **Little Recognized in 2023 Chambers USA Guide**

*Little Press Release*

June 6, 2023

### **Little Appoints Three New Leaders as Office Managing Shareholders**

*Little Press Release*

February 1, 2023

**Littler Ranked in Chambers USA Guide 2022**

*Littler Press Release*

June 1, 2022

**Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers**

*Littler Press Release*

August 19, 2021

**Littler Ranked in Chambers USA Guide 2021**

*Littler Press Release*

May 27, 2021

**Alabama Legalizes Medical Marijuana While Allowing Employers Discretion as to Participating Workers**

*Littler ASAP*

May 26, 2021

**Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers**

*Littler Press Release*

August 20, 2020

**Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year**

*Littler Press Release*

August 15, 2019

**Littler Ranked in 2019 Chambers USA Guide**

*Littler Press Release*

April 25, 2019

**Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers**

*Littler Press Release*

August 15, 2018

**Littler Attorneys Named in 2018 Who's Who Legal Labour, Employment & Benefits Guide**

*Littler Press Release*

June 5, 2018

**Littler Ranked in 2018 Chambers USA Guide**

*Littler Press Release*

May 15, 2018

**Littler Attorneys Named in 2017 Who's Who Legal Guide**

*Littler Press Release*

September 28, 2017

**Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers**

*Littler Press Release*

August 17, 2017

**Five Littler Shareholders Elected as Fellows to the College of Labor and Employment Lawyers**

*Littler Press Release*

June 29, 2017

**Littler and Its Attorneys Receive Top Rankings in 2017 Chambers USA Guide**

*Littler Press Release*

May 26, 2017

**The Best Lawyers in America© Honors More Than 180 Littler Lawyers in Its 2017 Edition**

*Littler Press Release*

August 16, 2016

**Chambers USA Recognizes Littler and Attorneys in 2016 Guide**

*Littler Press Release*

May 27, 2016

**Littler Attorneys Recognized in the Best Lawyers in America© 2016 Edition**

*Littler Press Release*

August 18, 2015

**Chambers USA Recognizes Littler and Its Attorneys**

*Littler Press Release*

May 20, 2015

**Littler Attorneys Included in the Best Lawyers in America© 2015 Edition**

*Littler Press Release*

August 18, 2014

**Littler and Its Attorneys Ranked In 2014 Chambers USA Guide**

*Littler Press Release*

May 23, 2014

**Littler Named Law Firm of the Year for Labor and Employment by Who's Who Legal**

*Littler Press Release*

April 2, 2014

**Littler Attorneys Named in Best Lawyers in America® 2014 Edition**

*Littler Press Release*

August 15, 2013

**Littler Named Management, Labour and Employment Firm of the Year by Who's Who Legal**

*Littler Press Release*

June 24, 2013

**Littler Mendelson Named in the 2013 Chambers USA Guide**

*Littler Press Release*

May 24, 2013

**Best Lawyers in America® Names 164 Littler Attorneys to 2013 Edition**

*Littler Press Release*

September 7, 2012

**Littler Named World's Leading Law Firm for Management Labor and Employment Work**

*Littler Press Release*

June 12, 2012

**Best Lawyers in America® Names 108 Littler Lawyers to 2012 Edition**

*Littler Press Release*

September 12, 2011

**Littler Recognized as Highly Regarded Labor & Employment Firm by Who's Who Legal and Dominates its Top Attorneys List**

*Littler Press Release*

July 11, 2011

**Chambers USA Honors Littler And Its Attorneys**

*Littler Press Release*

June 27, 2011

**Vincent E. Staub v. Proctor Hospital**

*Hot Topics, Labor and Employment Law News, ABA Section of Labor and Employment Law*

March 2011

**Seventy-Two Littler Attorneys Named to The Best Lawyers in America® 2011**

*Littler Press Release*

August 9, 2010

**Littler Attorneys Honored by Chambers USA**

*Littler Press Release*

June 21, 2010

**Littler Mendelson Welcomes New Shareholders To Birmingham Office**

*Littler Press Release*

February 10, 2010

## **Speaking Engagements**

**Current Employment and Labor Laws Affecting Employers**

Birmingham, AL

August 21, 2014

## **Books & Book Chapters**

- *Employment Discrimination Law*, chapter chair, 3rd and 4th Eds.