



Daniel E. Turner

Shareholder

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Focus Areas

Class Action
Litigation and Trials
Discrimination and Harassment
Wage and Hour
Retail
AI and Technology

Overview

Daniel E. Turner counsels and represents employers in all aspects of litigation in employment law issues, including discrimination, harassment, retaliation, wage and hour, and leaves of absence. Serving as lead counsel in more than 70 class and collective actions throughout the country, he has litigated cases under:

- Title VII and Section 1981 of the Civil Rights Act
- The Age Discrimination in Employment Act (ADEA)
- The Fair Labor Standards Act (FLSA) and various wage and hour laws

Dan's extensive litigation practice also includes state law tort, contract, restrictive covenant claims, and various types of civil rights litigation. He has jury and non-jury trial experience in both federal and state courts.

Dan has defended clients in over 25 states, including serving as lead and coordinating counsel in class and collective actions in more than 20 states. He regularly provides counseling to help clients navigate both legal and practical considerations in all area of employment law, including mechanisms to avoid class and collective actions. Some of his representative experiences include:

- Obtaining dismissal of class allegations in numerous class and collective actions
- Opposing plaintiffs' Motion for Multidistrict Litigation for a national retailer in a wage and hour case

- As lead counsel, defending corporations in a number of alleged employment discrimination class actions
- As lead counsel, defending nationwide pharmaceutical and restaurant chains in multiple collective actions concerning pharmacists brought pursuant to the FLSA
- As lead counsel, defending a non-profit corporation in alleged race and gender discrimination class action
- Representing employers in wage and hour and Family Medical Leave Act investigations by U.S. Department of Labor (DOL)
- Representing employers in state wage and hour claims
- Defending a defense contractor in alleged nationwide race discrimination class actions
- Defending and obtaining dismissal of class and collective actions utilizing arbitration agreements
- Defending numerous broad scale DOL audits
- Representing clients in internal investigations and audits; developing strategies to resolve potential violations of the law and avoid litigation

Dan has been recognized as a leading employment lawyer by the *International Who's Who of Business Lawyers*, *Best Lawyers in America*, *Georgia Super Lawyers* and *Chambers USA*. He has been an adjunct professor at the Georgia State University College of Law. During law school, he was an assistant managing editor of the *Georgia State University College of Law Review*.

Professional and Community Affiliations

- Member, Atlanta Bar Association
- Member, American Bar Association
- Member, American Employment Law Council
- Member, Lawyers Club of Atlanta
- Barrister, Bleckley Inn of Court
- Treasurer, Executive Committee, Mount Vernon Presbyterian School, 2010-2017
- Chair, Finance Committee, Mount Vernon Presbyterian School, 2010-2017

Recognition

- Awarded, AV® Peer Review Rating, *Martindale-Hubbell*
- Named, The Best Lawyers in America®, 2015-2024
- Named, Thought Leaders, Labour, Employment and Benefits, *Who's Who Legal*, 2024
- Named, Leading Practitioner, Labour, Employment and Benefits, *Who's Who Legal*, 2023
- Ranked, Labor & Employment, *Chambers USA*, 2008-2023
- Named, Top 10 Most Influential Labor & Employment Lawyers in Georgia, *Business Today*, 2023
- Named, International Who's Who of Management Labour and Employment Lawyers, *Who's Who Legal*, 2010-2015
- Named, Super Lawyer, Georgia, *Super Lawyers*, 2010-2018
- Named, Rising Star, Georgia, *Super Lawyers*, 2005-2009
- Named, Recommended Lawyer, Labor and Employment Disputes in Defense, *Legal 500 United States*, 2016

Education

J.D., Georgia State University College of Law, 1995, *cum laude*

B.A., University of West Georgia, 1992, *cum laude*

Bar Admissions

Georgia

Courts

U.S. Court of Appeals, 2nd Circuit

U.S. Court of Appeals, 3rd Circuit

U.S. Court of Appeals, 4th Circuit

U.S. Court of Appeals, 6th Circuit

U.S. Court of Appeals, 11th Circuit

U.S. District Court, Northern District of Georgia

U.S. District Court, Middle District of Georgia

Publications & Press

Littler Recognized in 2023 Chambers USA Guide

Littler Press Release

June 6, 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

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 Ranked in 2018 Chambers USA Guide

Littler Press Release

May 15, 2018

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

Littler Press Release

August 17, 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

Littler Ranks in The Legal 500 United States Guide

Littler Press Release

June 20, 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 Leaps Into 2015 with Growth in Atlanta

Littler Press Release

January 14, 2015

Speaking Engagements

Defending Employment Class and Collective Actions

Institute of Continuing Legal Education, Class Actions, Atlanta, GA

September 10, 2015

Early Strategic Considerations in Wage and Hour Class and Collective Actions

ABA National Conference on Equal Employment Opportunity Law, Miami, FL

April 17, 2015

Wage and Hour Class and Collective Actions: Early Litigation Issues

Firm Presentation

July 17, 2014

Wage and Hour Audits and Remedies – Avoiding a Cure Worse Than the Disease

Firm Presentation

May 9, 2014

Wage and Hour Class and Collective Actions: Early Litigation Issues

Practical Law Webinar

March 29, 2014

Panel Discussion: Employment Litigation – New Claims, Trends, and Tips

Firm Presentation, New Orleans, LA

May 10, 2013

Advanced OFCCP Issues/Pay Discrimination

National Conference on Equal Employment Opportunity Law - American Bar Association, Savannah, GA

April 5, 2013

Impeaching Witnesses

State Bar of Georgia, Atlanta, GA

January 29, 2010

Cross examination of witness in mock trial

Annual CLE Conference, Section of Labor and Employment Law - American Bar Association, Philadelphia, PA
November 7, 2007

Impeachment

Institute of Continuing Legal Education
2007

Wage and Hour Litigation: Strategy and Substantive Issues Under FLSA and State Law

National Teleconference - American Bar Association
May 3, 2006

Defensive Strategies for Preventing and Defending Certification of Wage and Hour Collective and Class Actions

National Conference - American Bar Association, La Jolla, CA
March 2006

Objections

Institute of Continuing Legal Education
2006

The Use of Statistical Evidence in Employment Discrimination Cases

32nd Annual Labor & Employment Law Institute - Institute of Continuing Legal Education
2005

Defending Against Class and Collective Actions

Eighth Annual Labor and Employment Section Forum - Tennessee Bar Association
2005

Ethics Panel

29th Annual Labor & Employment Law Institute - Institute of Continuing Legal Education
2002

Books & Book Chapters

- Application of Adverse Impact to Employment Decisions, Chapter 4, *Employment Discrimination Law, 4th Ed.*, Bloomberg BNA, chapter co-author, 2007