

## 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®, 2015-2025
- 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*, 2008-2024
- Named, Top 10 Most Influential Labor & Employment Lawyers in Georgia, *Business Today*, 2023
- Recommended, Labour & Employment, *Who's Who Legal*, 2010-2015, 2024
- 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 Ranked in 2024 Chambers USA Guide**

*Littler Press Release*

June 6, 2024

### **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**

**2024 Littler AI Summit**

Washington, DC

September 23, 2024

**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

**Defending Against Class and Collective Actions**

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

**The Use of Statistical Evidence in Employment Discrimination Cases**

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