



Jerry H. Walters Jr.

Shareholder

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Practice Areas

Discrimination and Harassment

Litigation and Trials

Class Action

Wage and Hour

Labor Management Relations

Financial Services

Energy

Emerging Companies and Venture Capital

Home Health and Home Care

Occupational Safety and Health

Overview

Jerry H. Walters Jr. has practiced management-side employment and labor law exclusively since 1997 and provides litigation and counseling services on a wide variety of employment and labor issues, including OSHA. He handles matters that arise under:

- Title VII of the Civil Rights Act of 1964, as amended
- The Civil Rights Act of 1866
- The Age Discrimination in Employment Act
- The Americans with Disabilities Act
- The Fair Labor Standards Act
- The Equal Pay Act
- The National Labor Relations Act
- Occupational Safety and Health Administration (OSHA)
- Other federal and state employment laws

He represents employers and management in employment discrimination, harassment, retaliation, and wrongful discharge cases, among others. He has also frequently appeared before administrative law judges representing employers in OSHA enforcement actions. Jerry also has special experience in defending wage and hour collective and class actions involving allegations of unpaid overtime, off-the-clock work, unpaid missed or interrupted meal breaks, preliminary and postliminary unpaid time, misclassification of employees, and other FLSA and state wage and hour claims.

Additionally, Jerry assists clients with traditional labor matters such as unfair labor practices and union avoidance. He has successfully handled cases before federal and state courts, the Equal Employment Opportunity Commission, the United States Department of Labor, and other administrative agencies. Jerry has represented and worked with clients in a wide range of industries, including:

- Retail
- Healthcare
- Restaurant
- Technology
- Financial
- Manufacturing
- Construction
- Satellite/Cable
- Waste Hauling

Jerry currently serves as a Board Member of the Board of Governors of the North Carolina Bar Association. He served as Chair of the North Carolina Bar Association's Labor and Employment Law Section from 2019 to 2020. Jerry served as Chair of the North Carolina Association of Defense Attorneys' Employment Practices Group from 2016 to 2017.

In 2008, the Governor appointed Jerry to serve as a member of the North Carolina Commission on Workforce Development (Commission), which develops policies and strategies that enable the State's workforce to compete in the current and future global economy. In addition to his service on the full Commission from 2008 to 2015, Jerry was selected and served on the Commission's Strategic Planning Committee, chaired the Policy Committee, chaired the Technology Task Force, and served on the Commission's Executive Committee.

Prior to his experience in private practice, Jerry served as law clerk to the Hon. Richard L. Voorhees, then Chief Judge of the U. S. District Court for the Western District of North Carolina. In law school, he was a member of the Editorial Board of the *Campbell Law Review*.

Professional and Community Affiliations

- Permanent Member, Fourth Circuit Judicial Conference
- Board Member, Board of Governors of the North Carolina Bar Association, Three-Year Term (2020-2023)
- Chair, Labor and Employment Law Section, North Carolina Bar Association, 2019-2020
- Vice-Chair, Labor and Employment Law Section, North Carolina Bar Association, 2018-2019
- Council Member, Labor and Employment Law Section, North Carolina Bar Association, 2016-2020

- Co-Chair, Continuing Legal Education (CLE) Committee, Labor and Employment Law Section, North Carolina Bar Association, 2017-2019
- Co-Chair, Membership Committee, Labor and Employment Law Section, North Carolina Bar Association, 2015-2017
- Member, Labor and Employment Law Section, North Carolina Bar Association
- Chair, Employment Practice Group, North Carolina Association of Defense Attorneys, 2016-2017
- Vice-Chair, Employment Practice Group, North Carolina Association of Defense Attorneys, 2015-2016
- Member, North Carolina Association of Defense Attorneys
- Member, Mecklenburg County Bar Association
- Member, Labor and Employment Law and Litigation Sections, American Bar Association
- Member, Committee on Fair Labor Standards, American Bar Association
- Member, Labor and Employment Law Section, Georgia Bar Association
- Member, Defense Research Institute
- Member, Rotary Club of Charlotte
- Member, William H. Bobbitt Inn of Court
- Member, Charlotte Chamber Board of Advisors
- Member, North Carolina Commission on Workforce Development, 2008-2015

Recognition

- Named, The Best Lawyers in America®, 2018-2025
- Named, Super Lawyer in Employment and Labor Law, North Carolina, *Super Lawyers*, 2011-2022
- Named, Legal Elite in Employment Law, *Business North Carolina*, 2008-2013, 2017-2018, 2020
- Named, Rising Star in Employment and Labor Law, North Carolina, *Super Lawyers*, 2010
- Recipient, 40 Under 40 Award, *Charlotte Business Journal*, Class of 2009
- Recipient, Movers & Shakers Award, *Charlotte Business Leader Magazine*, 2009
- Named, BTI Client Service All-Star Team for Law Firms, *BTI Consulting*, 2008

Education

J.D., Campbell University, 1996, *cum laude*

B.A., University of North Carolina at Chapel Hill, 1993, *with distinction*

Bar Admissions

North Carolina

Georgia

Courts

U.S. Supreme Court

U.S. Court of Appeals, 4th Circuit

U.S. Court of Appeals, 8th Circuit

U.S. Court of Appeals, 11th Circuit

U.S. District Court, Eastern District of North Carolina
U.S. District Court, Middle District of North Carolina
U.S. District Court, Western District of North Carolina
U.S. District Court, Northern District of Georgia
U.S. District Court, Middle District of Georgia

Publications & Press

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

Press Release

August 19, 2021

Can accounting firms mandate vaccines?

Journal of Accountancy

April 21, 2021

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

Press Release

August 20, 2020

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

Press Release

August 15, 2019

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

Press Release

August 15, 2018

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

Press Release

August 17, 2017

Another Court Holds that the NLRB Lacked Authority to Require Employers to Post a Notice Informing Employees of Their Rights Under the NLRA

Littler ASAP

July 9, 2013

Events & Speaking Engagements

2024 Carolinas Regional Employer Conference

Charlotte, NC

September 12, 2024

2022 Carolinas Regional Employer Conference

Charlotte, NC

September 8, 2022

Preparing for Change: DOL's Final Rule on Overtime

Asian American Hotel Owners Association, Durham, NC

November 9, 2016

DOL Issues Final Overtime Rule - What Now?

Charlotte, NC

June 30, 2016

Preparing for Change: DOL's Final Rule on Overtime

North Carolina Association of Defense Attorneys 39th Annual Meeting & Spring Program, Asheville, NC

June 18, 2016

DOL's Proposed Changes to the White Collar Regulations: What Should Employers Do Now?

Charlotte, NC

July 28, 2015

Armoring Employers Against Wage and Hour Class Actions

Charlotte, NC

December 2, 2014