

HEATH H. EDWARDS

Associate



615.850.8729 direct
heath.edwards@wallerlaw.com

Assistant: Laura Stokes
615.850.8172
laura.stokes@wallerlaw.com

Nashville City Center
511 Union Street
Suite 2700
Nashville, TN 37219
615.244.6380
615.244.6804 fax

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Employers in the healthcare, financial services, manufacturing, retail and hospitality industries value Heath Edwards' easygoing yet competitive approach in labor and employment law matters. Known for his ability to explain complex legal concepts in easy-to-understand terms, Heath represents clients regarding lawsuits and charges brought under a wide range of federal labor and employment laws including:

- Fair Labor Standards Act (FLSA)
- Family and Medical Leave Act (FMLA)
- Americans with Disabilities Act (ADA)
- Age Discrimination in Employment Act (ADEA)
- Title VII of the Civil Rights Act of 1964 (Title VII)
- Unfair Labor Practices (NLRA)
- Section 301 of the Labor Management Relations Act

His experience also includes equivalent state laws such as the Tennessee Human Rights Act (THRA), the Tennessee Disability Act and the Tennessee Public Protection Act.

Heath's trial experience includes the defense of labor and employment cases in state and federal courts, including participation in all aspects of discovery, preparation of summary judgment and other dispositive motions, and the presentation of oral arguments in court hearings. His appellate experience includes handling three appeals from start to finish.

Additionally, Heath has significant experience in labor relations matters. He has participated in collective bargaining negotiations with labor unions and represented employers in arbitration proceedings related to disciplinary actions and contract interpretation under collective bargaining agreements. He has also advised employers during union organizing campaigns and represented employers in Unfair Labor Practice proceedings before the National Labor Relations Board (NLRB).

Heath also advises federal contractors and subcontractors regarding compliance with affirmative action and equal employment opportunity obligations under applicable OFCCP regulations, and he has represented federal contractors and subcontractors during OFCCP audits.

Education

- J.D., University of Cincinnati College of Law, 2009
- B.S., Vanderbilt University, Political Science, 2005

- ❑ Minor in Managerial Studies: Leadership and Organization
- ❑ National Merit Scholarship
- ❑ Vanderbilt Merit Scholarship

Bar Admissions

- Tennessee
- Georgia

Court Admissions

- U.S. Court of Appeals for the Sixth, Ninth and Eleventh Circuits
- U.S. District Court, All Districts of Tennessee
- U.S. District Court, Northern and Middle Districts of Georgia
- U.S. District Court, Eastern District of Oklahoma
- All State Courts Tennessee
- All State Courts Georgia

Professional

- Member, Defense Research Institute (DRI)
- Member, Nashville, Tennessee, Atlanta, Georgia and American Bar Associations
- Member, American Health Lawyers Association
- Member, Economic Club of Nashville
- Chapter Editor, *Age Discrimination in Employment Law* (2d ed. 2015).

Prior Affiliations

- Senior Associate, FordHarrison, Atlanta, 2009-2015

Community

- Pro Bono Counsel, Equal Justice Works, Atlanta, 2012-2014
- Pro Bono Counsel, Habitat for Humanity, Atlanta, 2012-2014

Up Close

A Nashville native, Heath enjoys international travel and has visited 27 countries throughout the world.

Articles

- "Should sexual orientation be protected under Civil Rights Act? There's still no consensus," By Heath Edwards, Waller Law Blog

- "Should sexual orientation be protected under Civil Rights Act? There's still no consensus," authored by Heath Edwards, Waller @ Work
- "Are private and confidential FLSA settlements enforceable?," By Heath Edwards, Waller Law Blog
- "Are private and confidential FLSA settlements enforceable?" authored by Heath Edwards, Waller @ Work
- "What Employers Should Expect from Recent National Labor Relations Board Nominations and Appointments," By Heath Edwards, Waller Law Blog
- "What Employers Should Expect from Recent National Labor Relations Board Nominations and Appointments," authored by Heath Edwards, Waller @ Work
- "Title VII and Sexual Orientation; To Be or Not to Be? That is Still the Question," By Heath Edwards and Brittany Stancombe Hopper, TBA Labor & Employment Law Section
- "Potential Changes to Labor-Management Relations under the Trump Administration," By Heath Edwards, Waller Law Blog
- "Potential Changes to Labor-Management Relations under the Trump Administration," authored by Heath Edwards, Waller @ Work
- "Expect Pro-Business Changes in Labor-Management Relations under a New Administration," By Aron Karabel and Heath Edwards, Waller Law Blog
- "Expect Pro-Business Changes in Labor-Management Relations under a New Administration," Co-authored by Aron Karabel and Heath Edwards, Watter @ Work