

HEATH H. EDWARDS

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

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

- "Potential Changes to Labor-Management Relations under the Trump Administration" by Heath Edwards on Waller @Work