

John W. Alden

Partner

1100 Peachtree Street NE
Suite 2800 , Atlanta , GA USA 30309
t 404.815.6058 | f 404.541.3104
jalden@kilpatricktownsend.com

Services

Employment Counseling
Employment Litigation & Class
Actions
Labor & Employment
Labor Relations
Litigation
OSHA Compliance & Litigation
Wage & Hour



John Alden concentrates his practice in the areas of labor and employment law. Mr. Alden has litigated and arbitrated a wide variety of disputes throughout the United States and currently represents management in all areas of labor and employment law.

In addition to litigation in state and federal courts, Mr. Alden has handled more than 75 labor arbitration hearings as first chair counsel. He regularly represents management in the entire spectrum of labor and employment law, including class and collective litigation under federal and state wage and hour laws, Title VII, the ADA, the FMLA, and the ADEA, among others. Mr. Alden also has extensive experience assisting clients with workplace investigations and OSHA compliance and litigation matters. Mr. Alden regularly works on union organizing and decertification campaigns for clients and trains management and supervisors on labor relations topics, including union avoidance.

Before joining the firm, Mr. Alden practiced construction and labor and employment law with another Atlanta law firm. While at Emory, he was selected as a member of the Moot Court Special Teams, was a member of Phi Delta Phi, and was selected for the Order of Advocates. Mr. Alden speaks proficient Spanish.

Mr. Alden was recognized in 2019 by *The Best Lawyers in America*[®] for Management Employment Law and again in 2020 for Management Employment Law and Labor and Employment Litigation. He is listed in the 2015



and the three immediately preceding editions of *Chambers USA: America's Leading Lawyers for Business* in the area of Labor & Employment. Mr. Alden was recognized as one of *Georgia Trend's* "Legal Elite" in 2014 for Labor & Employment.

Experience

Represented a major banking industry employer in a class action on behalf of sales employees (approximately 2,000) claiming company violated California wage and hour law. Obtained very favorable settlement.

Provided the Mashantucket Pequot Tribal Nation with advice, assistance and representation before the National Labor Relations Board in connection with multiple, simultaneous union organizing campaigns at Foxwoods Resort Casino on a tribal reservation. The firm provided the client with an on-site team of lawyers to provide advice on communications with employees and the general public, bargaining unit composition, and federal jurisdiction over tribal labor relations. Before the National Labor Relations Board, the firm's attorneys addressed novel issues relating to National Labor Relations Act coverage of a tribal government with a detailed tribal labor law.

Successful union decertification for major household products company.

Represented a major beverage company in a putative class action in the Southern District of Florida brought by several route salespeople seeking to represent a class alleging FLSA claims against our client. The firm defeated an attempt to obtain certification of a multi-state wage/hour collective action, limiting the dispute to a small area. Summary judgment was obtained on most of the remaining claims and a favorable settlement was obtained for the rest of the claims.

Represent major beverage company in labor arbitrations all over the country.

Successfully represented numerous companies in OSHA litigation including cases involving catastrophic loss and fatalities.

Represented an industry leading provider of mortgage processing solutions in a California state court class action alleging labor code violations for failure to reimburse business expenses, forfeiture of accrued but unused vacation, improper wage statements, and failure to pay all wages due at termination. Negotiated a settlement covering more than 3,000 of its current and former employees on very favorable terms.

Represented a major beverage company in class action brought under New Jersey and New York law on behalf of all route sales personnel (approximately 1,900) claiming that the company had misclassified them as exempt



from the overtime provisions of state law, and seeking six years of back overtime pay. Obtained dismissal of the New York class and settled the New Jersey class on favorable terms.

Education

Gettysburg College, B.A. (1994)

Emory University School of Law, J.D. (1997)

Admissions

Georgia (1997)

Court Admissions

Supreme Court of Georgia

U.S. District Court for the Northern District of Georgia

U.S. District Court for the Northern District of Florida

U.S. Court of Appeals for the Tenth Circuit

U.S. Court of Appeals for the Eleventh Circuit

Insights

[Alerts](#)

DOL Publishes New Rule on Overtime Eligibility

September 25, 2019

[News Releases](#)

Record-Breaking Recognition for Kilpatrick Townsend in *The Best Lawyers in America*® 2020

August 15, 2019

[Alerts](#)

DOL Proposes Increase to Threshold for the “White Collar” Overtime Exemption

March 11, 2019

[Events](#)

2018 Construction SuperConference

December 10, 2018



[In The News](#)

Record-Breaking Recognition for Kilpatrick Townsend in The Best Lawyers in America® 2019
August 20, 2018

[Alerts](#)

Supreme Court Approves Employers' Use of Class-Action Waivers in Arbitration Agreements
May 22, 2018

[Alerts](#)

NLRB Reverts to a Broad Test for Determining Joint-Employer Status – At Least, for Now
February 27, 2018

[Alerts](#)

The NLRB Adopts New Standards for Analyzing Workplace Rules and Determining Joint-Employer Status
December 18, 2017

[Alerts](#)

OSHA Sets December 15 Deadline to Electronically Submit Workplace Injury and Illness Reports
November 27, 2017

[Alerts](#)

OSHA Rescinds Policy Allowing Union Access to Nonunionized Facilities
May 2, 2017

[Alerts](#)

NLRB Creates New Headaches for Employers Using Staffing Agency Workers
July 13, 2016

[Alerts](#)

NLRB Holds That Hiring Permanent Strike Replacements Can Constitute an Unfair Labor Practice
June 10, 2016

[Alerts](#)

OSHA's New Final Rule on Reporting Work-Related Injuries and Illnesses May Have Far-Reaching Consequences for Employers
May 16, 2016



[Alerts](#)

New California Law Gives Employers an Opportunity to Avoid Certain Lawsuits Alleging Defective Wage Statements

October 7, 2015

[Alerts](#)

NLRB Expands Concept of Joint Employers

August 28, 2015

[In The News](#)

Kilpatrick Townsend's Media Report June 5-11, 2015

June 12, 2015

[Publications](#)

A Recent Case Study In Surviving 'Quickie Elections'

June 8, 2015

[News Releases](#)

Kilpatrick Townsend Once Again Achieves Recognition From Chambers USA 2015

May 22, 2015

[Alerts](#)

New NLRB Rules on Union Elections Take Effect April 14

April 8, 2015

[Alerts](#)

Supreme Court Announces Standards for Analyzing Failure-to-Accommodate Claims by Pregnant Employees

March 26, 2015

[Alerts](#)

NLRB General Counsel Issues Report Discussing Unlawful Personnel Policies Under the National Labor Relations Act

March 23, 2015