

John W. Alden

Partner

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Services

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



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 100 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 and 2021 for both 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 Trends*' "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.

Represented several of the most successful Indian casinos in the country with respect to issues related to labor and employment laws, including representing them on campaign strategies prior to and during elections, and negotiating collective bargaining agreements.

Education

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

Gettysburg College B.A. (1994) Spanish & Political Science

Admissions

Georgia (1997)

Court Admissions

Supreme Court of Georgia

U.S. Court of Appeals for the Eleventh Circuit

U.S. Court of Appeals for the Tenth Circuit

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

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

Insights

[News Releases](#)

Record-Breaking Recognition for Kilpatrick Townsend in *The Best Lawyers in America*® 2021
August 20, 2020

[Alerts](#)

NLRB Redefines “Solicitation” Broadening What May Be Considered Unprotected Activity
June 8, 2020

[Alerts](#)

NLRB Finalizes New Rule Modifying Election Procedures To Better Protect Employee Free Choice
April 1, 2020

[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