

## Stuart D. Roberts

Principal

Birmingham

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For more than twenty years, Stuart Roberts has helped employers solve problems arising in the workplace, both as a litigator and counselor. Stuart's primary experience is defending lawsuits and arbitration claims brought by employees under federal and state discrimination laws wage and hour laws, whistleblower statutes and many other laws that govern the employment relationship.

Stuart strives to understand the business of each client, the products they make, the services they provide and the internal culture they try to maintain. This background allows him to counsel clients based on their unique characteristics, needs and strategies. For example, Stuart guides employers through employee discipline and termination issues with an eye on consistency of outcomes and the goal of avoiding litigation. Stuart also crafts employment policies/handbooks and employment agreements for C-suite executives and other key employees that are customized to the needs of the organization. He also helps employers navigate through reductions in force and drafts severance agreements for those affected. Stuart also assists employers when visited or audited by OSHA, the Department of Labor, the OFCCP and other government enforcement agencies.

### Awards & Accolades

- Included in the list of the *Best Lawyers in America*®, 2015-2023
- Selected to the list of the *Mid-South Super Lawyers*, 2011-2021

*No aspect of this or any advertisement has been approved by the Supreme Court of New Jersey. A description of the award methodologies can be found here.*

### Experience

- Defended nationwide class and collective actions seeking alleged unpaid overtime and minimum wages

2001 Park Place North  
Suite 1500  
Birmingham, AL 35203

### AREAS OF PRACTICE

Employment Strategic Advice  
& Counseling

Executive Compensation &  
Employee Benefits

FINRA Employment  
Arbitrations

General Litigation

Labor & Employment Law

Labor & Employment Litigation

Labor Law

Trade Secrets & Unfair  
Competition

Wage and Hour Law

### EDUCATION

- Washington and Lee  
University School of Law,  
J.D., *cum laude*, 1997
- University of Tennessee at  
Knoxville, B.S., *summa cum  
laude*, 1993

### ADMISSIONS

Alabama

Georgia

Virginia

Tennessee

- Represented a national retail chain in a collective action filed under the Equal Pay Act
- Obtained dismissal of Form U-5 defamation claims brought by a former employee against a large brokerage firm
- Successfully defended a manufacturing client against claims that it induced an employee to breach a non-compete agreement with a previous employer ,
- Earned dismissal of a class action by employees of an automotive supplier who claimed injuries from alleged exposure to toxic chemicals
- Obtained dismissal of personal injury claims brought by a class of 90 employees of an automobile supplier who alleged they suffered respiratory disease as a result of workplace exposure to chemicals, *Hudson v. Renosol Seating, LLC*, 73 So.3d 1267 (Ala. Civ. App. 2011)
- Successfully defended international broker-dealer in FINRA arbitration matter alleging national origin discrimination and federal and California law
- Obtained summary judgment for national auto parts company in a race discrimination and retaliation lawsuit brought by the Equal Employment Opportunity Commission
- Successfully defended telecommunications company in Eleventh Circuit appeal of district court order granting summary judgment on employee's ADA discrimination and retaliation claims
- Obtained dismissal of employee's defamation claims arising from alleged falsification of the reason for her termination

## News & Alerts

50 Bressler Attorneys Recognized By Best Lawyers in America 2023, Including 1 "Lawyer of the Year" and 17 "Ones to Watch"  
Firm News, 08.18.2022

## Professional Affiliations

- Member, Labor & Employment Section, American Bar Association
- Member, Alabama State Bar Association
- Member, Virginia State Bar Association
- Member, Birmingham Bar Association

Texas

U.S. Court of Appeals, Fourth Circuit

U.S. Court of Appeals, Eleventh Circuit

U.S. District Court, Eastern District of Virginia

U.S. District Courts, Northern, Middle and Southern Districts of Alabama

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## Get to Know Stuart

When Stuart is not at work, he enjoys playing golf, cheering for his Tennessee Volunteers and subjecting his wife and three school-age kids to his terrible dad jokes. Stuart is also active in civic, community and charitable organizations, serving as a member of the Planning Commission and Board of Zoning Adjustments in his hometown and as a board member for a local church that feeds and ministers to the homeless, Stuart has also been honored as a member of the Multiple Sclerosis Leadership Class and takes pride in teaching his kids the value of hand-on public service.