



David C. Burton

Partner

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Large employers, whether on a local or national scale, will face issues that arise from their employees, directors, competitors and labor unions. David Burton is an attorney you want on your side when these matters surface.

Those issues can stem from Title VII, age discrimination, fair labor standards, family and medical leave, the WARN Act, wrongful discharge, covenants not to compete, and employment contracts and handbooks, as well as other state and federal employment issues. David counsels employers on remaining union-free and decertifying existing unions in the workforce, and he represents employers in aspects of unfair labor practice proceedings. He also represents management at the bargaining table in labor contract negotiations and arbitrations. David has presented numerous on-site training seminars for supervisors and management personnel on a variety of labor and employment issues.

Starting at the inside of a company, David has extensive experience representing businesses throughout the Commonwealth of Virginia. When businesses have to deal with the improper actions of their directors and/or employees, David has represented companies in breach of fiduciary duty, trade secret, tortious interference and business conspiracy cases involving both directors and employees. In addition, David's experience serving as outside general counsel to several clients has provided him with the opportunity to train and counsel both directors and officers on how to comply with their fiduciary duties, conflict of interest and other corporate governance policies.

Whether your company is in the energy (such as mining and natural gas), tobacco, health care, education, transportation or retail industry, David has experience helping businesses just like yours, providing both practical and legal advice on day to day labor issues, employment issues and corporate governance issues. Should you find yourself in a dispute, David represents clients in trials, arbitrations and various other fact-finding processes throughout the country.

David's extensive experience, paired with his approachable, accessible demeanor and persuasive, highly-effective legal style make him an attorney you may want to consider for your team.

David serves as the firm's Hampton Roads Managing Partner. He has been named among Virginia's "Legal Elite" by *Virginia Business* magazine (2008-present); selected to the *Virginia Super Lawyers* list (2006-present), including their top 100 lawyers in Virginia list (2012-present); recognized as a leading Labor & Employment attorney by *Chambers USA* (2012-present); and named among the top lawyers in Coastal Virginia by *CoVa Biz Magazine* (2017-present). He is also listed in *The Best Lawyers in America* for Employment Law-Management, Labor Law-Management and Labor & Employment Litigation (2011-present) and *Best Lawyers* named him the Norfolk "Lawyer of the Year" for Labor Law-Management in its 2016 and 2019 editions.

In 2017, the Virginia Beach Neptune Festival awarded him the John J. Kruger Award for outstanding service to the Festival and the community. He earned his Juris Doctor degree from the University of Richmond School of Law.

Practice Areas

- Labor, Employment & Immigration
- Appellate Practice
- Petroleum Refining & Marketing
- Transportation & Logistics
- Whistleblower Defense
- Foreign Corrupt Practices Act
- Manufacturing
- Unmanned Systems
- Trade Secrets, Employee Mobility and Restrictive Covenants

Experience

- Significant experience defending employers in the Federal Courts of Virginia and other jurisdictions (including New York, Indiana, Illinois, Florida, Tennessee, Pennsylvania, Georgia and California) in cases involving Title VII, disability and age discrimination cases.
- Defended four collective actions under the Fair Labor Standards Act.
- Defended clients in pattern and practice claims brought by the EEOC on numerous occasions.
- Federal court experience includes three jury trials involving Title VII claims made against employers.

- Extensive experience in the area of labor relations under the National Labor Relations Act, representing management before the National Labor Relations Board and federal courts throughout the country.

Education

- University of Richmond School of Law (J.D.), 1991
- Elon College (B.A.), 1988

Awards

- Listed in *Virginia Business* magazine's "Legal Elite" (2008-present)
- Listed in *The Best Lawyers in America*© - Employment Law - Management, Labor Law - Management, Labor & Employment Litigation (2011-present)
- Named the Norfolk "Lawyer of the Year" by *The Best Lawyers in America*© for Labor Law-Management in Norfolk (2016, 2019)
- Listed in *Virginia Super Lawyers* magazine (2006-present) - "Top 100 Lawyer in Virginia" (2012-present)
- Listed as a Leading Labor & Employment attorney by *Chambers USA* (2012-present, 2009-2010)
- Listed as one of the Top Lawyers in Coastal Virginia by *CoVa Biz Magazine* (2017-present)
- 2017 John J. Kruger Award - Virginia Beach Neptune Festival