



H. Carlton Hilson

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Services

Labor & Employment, Employer Advising, Policies & Training, Employment Litigation, OSHA, Labor Relations, Wage & Hour,

Carlton practices in the Labor & Employment Law section, representing management and employers with respect to any and all labor and employment matters arising out of the workplace.

Carlton handles charges, investigations and litigation involving matters arising under all state and federal labor and employment laws and statutes. He regularly advises employers on leave issues, employee counseling, employee hiring and discipline, disability management, and policies and procedures.

Carlton represents employers in matters before the United States Department of Labor (Wage and Hour, OSHA, etc.), the National Labor Relations Board (NLRB), the Equal Employment Opportunity Commission (EEOC), and all state and federal courts. He has successfully defended employers against a variety of claims, including those brought under Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act, the Pregnancy Discrimination Act, the Equal Pay Act, the Civil Rights Act of 1991, the Fair Labor Standards Act, the Family and Medical Leave Act, the Americans with Disabilities Act, the Uniformed Services Employment and Reemployment Rights Act, and the National Labor Relations Act. Carlton has also defended employers against OSHA inspections and citations and regularly advises clients about OSHA compliance.

With respect to state matters, he handles claims/litigation involving matters relating to retaliatory discharge under the Alabama Workers Compensation Act, discrimination claims under the Alabama Age Discrimination in Employment Act, and unemployment compensation claims.

Publications

- Labor and Employment COVID-19 Response Webinar Series
- ADA Title III Compliance for Restaurant Websites and Apps," *Modern Restaurant Management*
- Website Accessibility Lawsuits – A Tangled Web
- "How Much Leave is Too Much Leave? Denying or Stopping Extended Medical Leaves of Absence," Employee Benefit Plan Review
- Burr Alert: NLRB Recalibrates Independent Contractor Test

Education

J.D. *cum laude*, Cumberland School of Law at Samford University
M.B.A., Samford University
B.S. *magna cum laude*, Troy University

Licensed In

Alabama

Admitted In

U.S. District Court – Northern District of Florida
U.S. District Court – Middle District of Alabama
U.S. District Court – Northern District of Alabama
U.S. District Court – Southern District of Alabama

Honors & Awards

- *Mid-South Super Lawyers* "Rising Star," Employment & Labor (2018-2019)

Professional Associations

Alabama State Bar
American Bar Association
Birmingham Bar Association, Young Lawyers Division
Economic Development Association of Alabama
Society of Human Resource Management

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