

Charles A. Powell IV

Office Managing Shareholder

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Practice Areas

Discrimination and Harassment
Litigation and Trials
Wage and Hour
Unfair Competition and Trade Secrets
Construction

Overview

Charles A. Powell has represented employers throughout the Southeast against employment discrimination and harassment, non-competition and wage and hour litigation lawsuits for more than 30 years. He has a strong record of successfully defending employers against various employment and labor law claims, including:

- A retail chain in a jury trial involving allegations of sexual harassment and state law tort claims
- A hospital in a jury trial over claims of racially discriminatory promotion, discharge and retaliation
- A manufacturing client in a discriminatory discharge jury trial
- A hotel and restaurant in a trial involving allegations of disability discrimination
- A mobile home manufacturer in contentious trials involving race, gender and national origin discrimination claims
- A retail client in unfair labor practice trials

Charles also has particular experience with:

- Title VII
- The Age Discrimination in Employment Act
- The Americans with Disabilities Act Amendments Act
- The Family and Medical Leave Act
- The Equal Pay Act
- The Fair Labor Standards Act

- Section 1981
- State law tort claims

He also successfully defeated class certification efforts in a racial harassment case filed by the Equal Employment Opportunity Commission and has experience litigating wage and hour collective claims involving misclassification and off-the-clock issues.

Additionally, Charles offers counseling on compliance with federal and state labor and employment laws to numerous types of employers, ranging from small businesses to publicly held companies.

Professional and Community Affiliations

- Member, Labor and Employment Law Section, American Bar Association
- Member, Equal Employment Opportunity Committee, American Bar Association
- Member, Railway and Airline Labor Law Committee, American Bar Association
- Member, Employer Council, American Bar Association , 2009-2015
- Member, Practice and Procedure Under the NLRA Committee, American Bar Association
- Member, Employment Rights and Responsibilities Committee, American Bar Association
- Co-chair, CLE/ Institutes and Meetings Committee, American Bar Association, 2006-2009
- Member, Labor and Employment Law Section, Alabama State Bar
- Member, Labor and Employment Law Section, Florida Bar
- Member, Birmingham Bar Association
- Fellow, American Bar Foundation
- Former chair, McWane Science Center
- Member, McWane Science Center Endowment Board
- Founding board member, Create Birmingham
- Eagle Scout

Events & Speaking Engagements

Current Employment and Labor Laws Affecting Employers

Birmingham, AL

August 21, 2014

Books & Book Chapters

, *Employment Discrimination Law*, chapter chair, 3rd and 4th Eds.

Recognition

- Named, The Best Lawyers in America® , 2010-2025
- Named, Lawyer of the Year, Litigation - Labor and Employment, Birmingham, *The Best Lawyers in America*®, 2022
- Named, Lawyer of the Year, Labor Law - Management, Birmingham, *The Best Lawyers in America*®, 2018
- Fellow *College of Labor and Employment Lawyers*, Inducted 2017

- Named, International Who's Who of Management Labour and Employment Lawyers *Who's Who Legal*, 2015
- Named, Management Labour and Employment *Who's Who Legal*, 2011-2015, 2024
- Ranked, Labor & Employment *Chambers USA*, 2008-2013, 2015-2024
- Named, Super Lawyer, Alabama, *Super Lawyers*, 2008 and 2013-2015
- Awarded, AV® Peer Review Rating *Martindale-Hubbell*
- Named, Stand-Out Lawyer *Thomson Reuters*, 2023
- Named, Outstanding Professional Advisor *Community Foundation of Greater Birmingham*, 2006

Education

J.D., University of Alabama School of Law, 1992

M.P.A., University of Alabama, 1989

B.A., Vanderbilt University, 1987

Bar Admissions

Alabama

Florida

Courts

U.S. Court of Appeals, 4th Circuit

U.S. Court of Appeals, 5th Circuit

U.S. Court of Appeals, 6th Circuit

U.S. Court of Appeals, 11th Circuit

U.S. District Court, Southern District of Alabama

U.S. District Court, Middle District of Alabama

U.S. District Court, Northern District of Alabama

U.S. District Court, Southern District of Florida

U.S. District Court, Middle District of Florida

U.S. District Court, Northern District of Florida

Publications & Press

Littler Ranked in 2024 Chambers USA Guide

Press Release

June 6, 2024

Littler Recognized in 2023 Chambers USA Guide

Press Release

June 6, 2023

Littler Appoints Three New Leaders as Office Managing Shareholders

Press Release

February 1, 2023

Littler Ranked in Chambers USA Guide 2022

Press Release

June 1, 2022

Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers

Press Release

August 19, 2021

Littler Ranked in Chambers USA Guide 2021

Press Release

May 27, 2021

Alabama Legalizes Medical Marijuana While Allowing Employers Discretion as to Participating Workers

Littler ASAP

May 26, 2021

Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers

Press Release

August 20, 2020

Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year

Press Release

August 15, 2019

Littler Ranked in 2019 Chambers USA Guide

Press Release

April 25, 2019

Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers

Press Release

August 15, 2018

Littler Attorneys Named in 2018 Who's Who Legal Labour, Employment & Benefits Guide

Press Release

June 5, 2018

Littler Ranked in 2018 Chambers USA Guide

Press Release

May 15, 2018

Littler Attorneys Named in 2017 Who's Who Legal Guide

Press Release

September 28, 2017

Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers

Press Release

August 17, 2017

Five Littler Shareholders Elected as Fellows to the College of Labor and Employment Lawyers

Press Release

June 29, 2017

Littler and Its Attorneys Receive Top Rankings in 2017 Chambers USA Guide

Press Release

May 26, 2017

The Best Lawyers in America© Honors More Than 180 Littler Lawyers in Its 2017 Edition

Press Release

August 16, 2016

Chambers USA Recognizes Littler and Attorneys in 2016 Guide

Press Release

May 27, 2016

Littler Attorneys Recognized in the Best Lawyers in America© 2016 Edition

Press Release

August 18, 2015

Chambers USA Recognizes Littler and Its Attorneys

Press Release

May 20, 2015

Littler Attorneys Included in the Best Lawyers in America© 2015 Edition

Press Release

August 18, 2014

Littler and Its Attorneys Ranked In 2014 Chambers USA Guide

Press Release

May 23, 2014

Littler Named Law Firm of the Year for Labor and Employment by Who's Who Legal

Press Release

April 2, 2014

Littler Attorneys Named in Best Lawyers in America® 2014 Edition

Press Release

August 15, 2013

Littler Named Management, Labour and Employment Firm of the Year by Who's Who Legal

Press Release

June 24, 2013

Littler Mendelson Named in the 2013 Chambers USA Guide

Press Release

May 24, 2013

Best Lawyers in America® Names 164 Littler Attorneys to 2013 Edition

Press Release

September 7, 2012

Littler Named World's Leading Law Firm for Management Labor and Employment Work

Press Release

June 12, 2012

Best Lawyers in America® Names 108 Littler Lawyers to 2012 Edition

Press Release

September 12, 2011

Littler Recognized as Highly Regarded Labor & Employment Firm by Who's Who Legal and Dominates its Top Attorneys List

Press Release

July 11, 2011

Chambers USA Honors Littler And Its Attorneys

Press Release

June 27, 2011

Vincent E. Staub v. Proctor Hospital

Hot Topics, Labor and Employment Law News, ABA Section of Labor and Employment Law

March 2011

Seventy-Two Littler Attorneys Named to The Best Lawyers in America® 2011

Press Release

August 9, 2010

Littler Attorneys Honored by Chambers USA

Press Release

June 21, 2010

Littler Mendelson Welcomes New Shareholders To Birmingham Office

Press Release

February 10, 2010