

David Schlottman

Associate, Dallas

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Biography

David Schlottman is an advisor and litigator who focuses on complex cases involving employees, the workplace, and related business disputes. He has wide-ranging experience in helping clients with business problems and lawsuits involving wage-and-hour issues, employee competition, theft of trade secrets, contract claims, compensation disputes, employment discrimination and retaliation, and union-related disputes.

David distinguishes his practice through preparation, knowledge of the rules, exceptional work product, and accessibility and responsiveness to clients. Whether the case is big or small, David strives to deliver creative and tailored case strategies in line with a client's business objectives and cost expectations.

David stays current on relevant legal trends through regular participation in local bar activities and assisting with continuing legal education presentations. Additionally, David has served as a contributor to the influential treatise *Employment Discrimination Law*, which is published by the American Bar Association's Section of Labor & Employment Law.

Throughout law school at Baylor, David was recognized for his advocacy and written work product. He was a member of winning mock trial and moot court teams. He was also published in the *Baylor Law Review* and later served as its Editor-in-Chief for the 2011-2012 school year.

Practice Experience

Wage-and-Hour Litigation

A principal focus of David's practice is defending wage-and-hour litigation under the Fair Labor Standards Act. His experience ranges from single-plaintiff lawsuits to large, multi-plaintiff and collective actions concerning:

- Unpaid Overtime
- Unpaid Wages
- Employee Misclassification



Practice Areas

- Labor & Employment, Employee Benefits, & Executive Compensation
- Trial & Appellate Litigation

Education

B.A., *with high honors*, Abilene Christian University

J.D., *magna cum laude*, Baylor Law School

- Editor-in-Chief, *Baylor Law Review*, 2011-2012
- Baylor Moot Court Team
- Baylor Mock Trial Team
- Order of Barristers

Bar Admissions

Texas, 2012

Court Admissions

United States District Court for the Northern, Southern, Eastern and Western Districts of Texas

- Tip Disputes
- FLSA Retaliation

Competition/Trade-Secrets Litigation

David also focuses his practice on claims involving employee competition and trade secrets. He has brought and defended lawsuits on behalf of companies and individuals regarding:

- Theft of Trade Secrets
- Breach of Non-Compete Agreements
- Breach of Fiduciary Duty

Employment Litigation

David has experience defending companies and managers in a variety of employment-related lawsuits, including claims over:

- Discrimination
- Harassment
- Retaliation
- Improper Denial of Medical Leave
- Wrongful Termination/Breach of Employment Contract
- Defamation
- Compensation/Bonus/Stock Option Disputes
- False Imprisonment

Traditional Labor Relations

David represents management in disputes involving unions and the National Labor Relations Board. His experience includes:

- Defending employers against unfair labor practice charges filed with the NLRB
- Counseling management in union disputes and collective bargaining
- Representing management in labor arbitrations under CBAs

Employment Counseling

In addition to litigating disputes, David helps employers proactively avoid lawsuits through planning, counseling, and advising about day-to-day operations. Whether it is reviewing a company's employment policies or addressing the best way to handle a difficult employee, David offers practical and forward-looking advice to prevent future litigation.

Recognition and Accolades

- Rising Stars, *Thomson Reuters*, 2017-2019
- Best Lawyers in Dallas, *D Magazine*, 2018

Publications and Speeches

Publications

- *Employment Discrimination Law*, 2015 Cumulative Supplement, 5th Ed. – Chapter 28 Contributor
- *In Critical Condition: Diversicare General Partner, Inc. v. Rubio, Marks v. St. Luke's Episcopal Hospital, and the State of Healthcare Liability Claims in Texas*, 62 BAYLOR L. REV. 526

Speeches

- “Religion and the Workplace,” Collin County Bar Association Corporate Counsel Section (January 10, 2019)
- “Religious Accommodation and Discrimination – Religion and the Workplace,” Labor & Employment Law Symposium (October 11, 2018)
- Materials Author, “Beyond Damages: Unconventional Experts in Employment Cases,” The University of Texas School of Law Annual Labor and Employment Conference (May 3-4, 2016)
- Materials Author, “Not Your Grandfather’s NLRA: Recent Decisions by the Board and the Courts,” The University of Texas School of Law Annual Labor and Employment Conference (May 16-17, 2013)
- “Harassment in the Workplace: Dangerous Liaisons,” State Bar of Texas 10th Annual Advanced Business Law Course (November 1-2, 2012)

Community Involvement

- Dallas Bar Association
- State Bar of Texas, Labor and Employment Law Section, Council Member, 2018-2020