

## H. Carlton Hilson

Partner

Birmingham, AL  
(205) 458-5195  
[chilson@burr.com](mailto:chilson@burr.com)



Carlton represents employers in a wide range of workplace issues.

He is experienced in litigation in state and federal courts, and he advises clients on matters involving employee leave, hiring, discipline, wage and hour, workplace safety, protection of confidential information and trade secrets, noncompetition and nonsolicitation agreements, and other policies and procedures. He also provides management training on topics including harassment, discrimination and labor union avoidance.

Additionally, Carlton focuses on matters involving Title III of the Americans with Disabilities Act, which addresses website and public accommodation accessibility. He represents many businesses, including restaurants and retail stores, in this area.

Carlton has represented employers in matters before the U.S. Department of Labor, the Occupational Safety and Health Commission, the National Labor Relations Board, the Equal Employment Opportunity Commission, and 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.

In state courts, he handles 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.

### PARALEGAL/ASSISTANT

Paralegal

Laurie Sharitt  
(205) 458-5336  
[lsharitt@burr.com](mailto:lsharitt@burr.com)

Legal Practice Assistant

Michelle Tucker  
(205) 458-5189  
[mtucker@burr.com](mailto:mtucker@burr.com)

### CAPABILITIES

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

### EDUCATION

J.D., Samford University Cumberland  
School of Law

*cum laude*

M.B.A., Samford University

B.S., Troy University

*magna cum laude*

### LICENSED IN

Alabama

### ADMITTED IN

U.S. District Court - Northern District  
of Florida

U.S. District Court - Middle District

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He has also defended employers against OSHA inspections and citations and regularly advises clients about OSHA compliance and workplace safety.

Carlton is a partner in the firm's Labor & Employment Law group.

## Experience

- Successful Decertification of Nationwide Collective Action  
11.01.2021

## Honors & Recognition

- Listed in *The Best Lawyers in America*®, Employment Law - Management since 2022, Litigation-Labor and Employment since 2023
- *Mid-South Super Lawyers* "Rising Star," Employment & Labor since 2018

## News

- 58 Burr Attorneys Named to 2023 Mid-South Super Lawyers and Rising Stars List  
Firm News, 11.28.2023
- Best Lawyers® 2024 Honors 242 Burr Attorneys, Including 17 "Lawyers of the Year"  
Firm News, 08.17.2023
- "EEOC Updates Mandatory Poster, Adds QR Code for Filing Charges," HR Dive  
Firm News, 10.24.2022
- Burr Launches Labor & Employment Podcast Series  
Firm News, 09.02.2020
- Burr & Forman Elevates 11 to Partnership  
Firm News, 01.07.2019

## Speaking Engagements

- Speaker: Labor & Employment Seminar  
Speaking Engagement, Birmingham, AL, 05.04.2018

of Alabama

U.S. District Court - Northern District of Alabama

U.S. District Court - Southern District of Alabama

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## Articles

- Carlton Hilson Authors Article for Total Retail Detailing Wage and Hour Risks  
Articles / Publications, *Total Retail* , 12.28.2023
- New Alabama Overtime Tax Exemption and Employer Reporting Obligations Coming in January 2024  
Article, 12.20.2023
- Carlton Hilson Addresses Workplace Safety Amid Heat and Wildfires in Construction Dive  
Articles / Publications, *Construction Dive*, 08.01.2023
- Department of Justice Plans to Amend ADA Title II Regulations for Websites  
Article, 11.21.2022
- Eleventh Circuit District Court Finds Company Websites are Intangible Barriers Under ADA Title III  
Article, 10.24.2022

## Professional Activities

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