



Alex M. Barfield

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Alex Barfield represents management exclusively in all areas of labor and employment litigation and counseling. He has extensive experience defending claims under Title VII, 42 U.S.C. Section 1981, 42 U.S.C. Section 1983, the Americans with Disabilities Act, the Age Discrimination in Employment Act, and the Fair Labor Standards Act. His practice includes litigation related to all aspects of employment contracts. He has successfully litigated FLSA collective actions at the pre-certification and de-certification stage. He is well versed in restrictive covenant/non-compete law for the states of Georgia, Florida, Massachusetts, Texas, Ohio, Michigan, Wisconsin, Colorado, California, and Oregon. He also defends corporate clients with regard to credit reporting disputes under the Fair Credit Reporting Act.

Alex has participated at trial and in administrative hearings at all levels, including a nine-day sexual harassment trial in the United States District Court for the Northern District of Georgia that resulted in a favorable verdict for a municipal employer, as well as an improper election hearing before the NLRB resulting in the union agreeing mid-hearing to hold another election.

Alex's employment defense strategy is designed to position cases so that they can be quickly and efficiently resolved via dispositive motions. In that regard, he has won dozens of motions to dismiss and motions for summary judgment for various employers and corporate clients in state and federal court. He has successfully argued before District Judges in the United States District Court for the Northern District of Georgia to overrule recommendations by Magistrate Judges where summary judgment for the defense had been denied. In addition, Alex has experience litigating cases at the Eleventh Circuit Court of Appeals and has participated in oral argument before the Eleventh Circuit regarding employment issues on several occasions.

PROFESSIONAL EXPERIENCE

Mathis v. Leggett & Platt, 1:04-CV-3703-HTW-CCH, Northern District of Georgia, Atlanta Division: Plaintiff brought a six-count complaint alleging race discrimination, gender discrimination, age discrimination, disability discrimination, retaliation, ERISA violations, and various state law claims with respect to his lawful termination. Defendant moved for summary judgment on all counts, and the Court granted same.

Mathis v. Leggett & Platt, Court of Appeals No. 07-11454-D, Eleventh Circuit Court of Appeals: Plaintiff appealed the grant of summary judgment to Defendant on his claims for race discrimination, gender discrimination, age discrimination, disability discrimination, and retaliation. The Parties participated in oral argument before the Eleventh Circuit Court of Appeals and the Court affirmed summary judgment in favor of Defendant on all counts.

Masters v. City of East Point, Civil Action File No. 1:06-CV-1047-CAP, Northern District of Georgia, Atlanta Division: Title VII race discrimination/retaliation case addressing Plaintiff's failure to obtain a promotion, among other alleged acts of race-based discrimination and retaliation. Defendants moved for summary judgment and the Magistrate Judge recommended that summary judgment be denied only as to the failure to promote claim. Defendants successfully objected to the Magistrate Judge's Report and Recommendation and the District Judge entered summary judgment in favor of

PRACTICE AREAS

Labor & Employment
Business Litigation
Municipal Liability

EDUCATION

J.D., University of Georgia
School of Law, 2003

- Member, Mock Trial Board
- Member, William Daniel Mock Trial Team
- Georgia Journal of International and Comparative Law

M.B.A., University of Georgia, Terry School of Business, 2003

B.A., History and English, The University of Pennsylvania, 1999

BAR ADMISSIONS

Georgia
California

COURTS

United States District Court for the Northern District of Georgia

United States District Court for the Middle District of Georgia

United States Court of Appeals for the Eleventh Circuit

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Defendants and dismissed the entirety of the case.

Masters v. City of East Point, Court of Appeals No. 08-11448-C, Eleventh Circuit Court of Appeals: Plaintiff appealed the grant of summary judgment to Defendant on his Title VII race discrimination claim for failure to obtain a promotion. The Parties engaged in oral arguments before the Eleventh Circuit Court of Appeals and the Court affirmed the summary judgment in favor of Defendant.

Barr v. J.B. Hunt Transportation, Civil Action File No. 1:05-CV-2509-RWS-GGB Northern District of Georgia, Atlanta Division: Title VII race and gender action based on Plaintiff's failure to obtain a promotion. Defendant moved for summary judgment and the Magistrate Judge recommended that summary judgment be denied. Defendant successfully objected to the Magistrate Judge's Report and Recommendation and the District Judge entered summary judgment in favor of Defendant and dismissed the case.

Amritt v. Southern Home Care, et al., Civil Action File No. 1:03-CV-2562-JEC, Northern District of Georgia, Atlanta Division: Pregnancy discrimination action in which Plaintiff alleged that she was terminated on the basis of her pregnancy. Defendants moved for summary judgment and the Magistrate Judge recommended that summary judgment be denied. Defendants successfully objected to the Magistrate Judge's Report and Recommendation and the District Judge entered summary judgment in favor of Defendants and dismissed the case.

Parmar v. CVS, Civil Action File No. 1:03-CV-201-BBM, Northern District of Georgia, Atlanta Division: Discrimination claims on the basis of race, gender, national origin, religion, age, and disability. Defendant moved for and was successfully granted summary judgment on all counts.

PROFESSIONAL AFFILIATIONS

- State Bar of Georgia
- American Bar Association
- Atlanta Bar Association
- Defense Research Institute
- Georgia Defense Lawyers Association

HONORS

Georgia Super Lawyers (2011-2012)

TRIALS

- Redmond v. City of East Point

NEWS

- Ron Polly and Alex Barfield Win Summary Judgment in Employment Case
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