FORDHARRISON

WESLEY C. REDMOND

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With more than 35 years of experience as a labor and employment attorney, Wesley Redmond has a unique approach to litigation and particular experience representing retail clients and religious institutions.

Wesley is the Office Managing Partner for FordHarrison's Birmingham office and head of the firm's Religious Institutions Practice Group. He regularly represents clients in state and federal courts as well as before administrative agencies, and he counsels them in complying with the many federal and state employment and labor laws. His litigation approach is to test as early as possible the validity of claims made by employees before costly discovery begins, which results in significant cost savings for his clients. In just one example, Wesley obtained dismissal before trial of FLSA overtime claims in two separate cases based on application of the Motor Carrier Act Exemption.

Wesley has a unique understanding of the issues facing retailers. He worked his way through college at a local retailer that became a well-known and respected regional brand. After returning to Birmingham from law school in Washington, D.C., he had the privilege of representing that retailer and several others in employment matters.

He also understands the concerns of religious institutions. Growing up a minister's son, and with two brothers who are ministers, Wesley has represented various churches, temples, and religious organizations and institutions in employee-related matters. In addition to representing these entities in court and before administrative agencies, Wesley has drafted handbooks and policies for these entities and confidentiality agreements and been involved in the unique world of drafting restrictive covenants/noncompetition/nonsolicitation agreements for ministers and other religious institution employees.

In both litigation and counseling, Wesley has represented clients from a number of other industries as well, including the restaurant and service industries, real estate, manufacturing, transportation, construction, computer, health care, educational institutions, and

EDUCATION

- Georgetown University Law Center (J.D., *cum laude,* 1985)
- University of Alabama at Birmingham (B.A., *summa cum laude*, 1982)

BAR ADMISSIONS

- Alabama

COURT ADMISSIONS

- U.S. District Court for the Northern District of Alabama
- U.S. Court of Appeals for the Eleventh Circuit
- U.S. District Court for the Southern District of Alabama
- U.S. District Court for the Middle District of Alabama

FIRM LEADERSHIP

- Birmingham Office Managing Partner
- Management Group
- Diversity Advisory Board

not-for-profit organizations.

In litigation, Wesley's experience covers the spectrum of employment suits, from defending employers against allegations of discrimination, sexual and racial harassment, wrongful discharge and violations of wage and hour laws, to handling cases under the ADA, FLSA, FCRA, ERISA, FMLA, and various retaliatory discharge statutes. He also represents employers in matters involving covenants not to compete, trade secrets, and employment contracts. Recently, he has been involved in various class and collective actions alleging wage and hour and other violations. His early legal experience included a law school clerkship that exposed him to an employment discrimination case before the United States Supreme Court, and, in a separate matter, what was the largest employment discrimination class action ever filed at that time.

Wesley's experience is not limited solely to defense. He provides advice and counsel to clients on how to minimize potential liability under state and federal employment laws, including in connection with mass layoffs and reductions in force, and presents harassment and discrimination, diversity, and wage and hour training for clients. Wesley has been trained on two occasions to provide diversity training and is on the Firm's Diversity Advisory Board. He advises companies concerning employment policies and procedures, employee handbooks, confidentiality agreements, and severance and release agreements.

Representative Experience

- Defense verdict in multi-plaintiff fraud case arising out of agreements with independent contractors relating to workers' compensation and other insurance issues.
- Motion to dismiss granted on breach of contract and FLSA retaliation claim in Louisiana federal court.
- Motion to dismiss granted on twenty civil rights claims and state law claims against municipal utility.
- Motion to dismiss granted on Americans with Disabilities Act Amendments Act accommodation claim.
- Motion to dismiss granted on hostile work environment, Equal Pay Act, invasion of privacy, and negligent supervision claims.
- Motion for summary judgment granted on Title VII pregnancy claims and race discrimination claims arising out of grooming standard.
- Obtained summary judgment for private educational institution in Louisiana federal court on Equal Pay Act claim

and retaliation claims under the EPA and FLSA, with the opinion being affirmed by the Fifth Circuit Court of Appeals.

- Defeated conditional certification in FLSA overtime claim against transportation company.
- Obtained summary judgment in two cases for transportation companies based on the Motor Carrier Act Exemption.
- Obtained summary judgment for media outlet in harassment and national origin claims filed by on-air personality.
- Obtained summary judgment in Alabama state court on retaliatory discharge claim.
- Motion to dismiss granted as to all claims in litigation involving providing phantom stock to employee, including claims for breach of contract, fraud, suppression, and affirmed by Eleventh Circuit Court of Appeals.
- Motion to dismiss granted on compensation and benefits claims.
- Motion to dismiss granted on claims for promotion, disability accommodation, retaliation, hostile work environment, and promissory estoppel.
- Obtained dismissal at pleading stage of class action allegations in an action with a class alleged to consist of 85,000 current and former employees, resulting in dismissal of the entire claim.
- Obtained dismissal on the pleadings of constructive discharge claim.
- Obtained dismissal on the pleadings of equitable estoppel claims of 45 plaintiffs.
- Obtained dismissal of solicitation of employees claim in the first cases interpreting Alabama's 2016 Non-Compete Act (the "Act") and modification of non-compete agreement to comply with the Act's presumptive time limits: also obtained dismissal of breach of confidentiality provision and defamation claims.
- Obtained dismissal of claims against national religious denomination for lack of personal jurisdiction in Alabama.
- Obtained dismissal on the pleadings for franchisor of wage-hours and tort claims by franchisee's employee.
- Obtained dismissal on the pleadings of race discrimination claim.
- Obtained dismissal of retaliation claim for failure to exhaust administrative remedies.

- Obtained dismissal and summary judgment on various RICO, discrimination, retaliation, and Equal Pay Act claims.
- Obtained dismissal of discrimination claims in two cases for failure of plaintiffs to disclose assets to the court.
- Obtained dismissal on the pleadings of various discrimination and retaliation claims.
- Obtained dismissal of retaliatory discharge claim based on Plaintiff's failure to amend complaint appropriately to add discharge claim.
- Obtained order preventing claim under the Alabama Sales Representative Act for failing to state a claim.
- Obtained protective order prohibiting deposition of Chief Executive Officer of large public company.
- Prevented class certification in Title VII and fraud actions and avoided certification in various FLSA collective actions.
- Obtained summary judgment for employer on fraud, promissory estoppel, and outrage claims arising out of termination of employment.
- Summary judgment granted for employer on Equal Pay Act and retaliation claims.
- Summary judgment granted for health care provider in age discrimination case alleging constructive discharge, hostile work environment, and discrimination in discipline and pay.
- Summary judgment granted in Family and Medical Leave Act case for alleged discharge for taking FMLA leave.
- Summary judgment granted in case alleging multiple instances of race discrimination and violations of the ADA and FMLA.
- Obtained summary judgment in action asserting sexual harassment, retaliation, and various state law torts.
- Obtained summary judgment on retaliatory discharge claim following allegations of complaints of racial harassment.
- Obtained summary judgment on multiple retaliatory discharge claims.
- Obtained voluntary dismissal by plaintiff of ADA accommodation claim.
- Obtained summary judgment for educational institution on claims by former student.
- Obtained verdict in excess of $500,000.00 for breach of non-solicitation agreement, breach of duty of loyalty, and

violation of Alabama Trade Secrets Act.

- Obtained $117,000.00 verdict in breach of non-competition and non-solicitation agreement.
- Obtained preliminary and permanent injunction in non-competition and non-solicitation case against seller of business.
- Successfully defended employer before National Labor Relations Board in joint-employer claim.
- Successfully defended employer before Equal Employment Opportunity Commission on claims by independent contractors that they were employees.
- Obtained determinations from Equal Employment Opportunity Commission that it had no jurisdiction over religious institution.
- Obtained judgment for employer on claim by sales agent for breach of exclusive dealing contract and against sales agent for amounts owed to employer.
- Successfully defended employer before OSHA on whistleblower claim.
- Represented various clients before the Equal Employment Opportunity Commission and obtained "no cause" determinations.
- Obtained order compelling arbitration of employment discrimination claim based on language in Partnership Agreement.

Honors & Awards

- AV® Preeminent™ Peer Review Rated by Martindale-Hubbell
- *Best Lawyers in America* - Labor and Employment Litigation (2018-2027)

Memberships

- American Bar Association, Labor and Employment Law and Litigation Sections
- Alabama State Bar

News & Insights

- July 17, 2026 - Noncompete News Alert: Five Jurisdictions Where You Cannot Count on Blue-Penciling to Save Your Noncompete
- June 10, 2026 - Noncompete News: Delaware Courts May

Reject Choice-Of-Law Provisions in Contract in Favor of the State With the Strongest Ties to the Case

- April 15, 2026 - Quoted: "Trucker OT Exemption Captures Focus Of Circuit Courts, Bills", Law360
- August 21, 2025 - Birmingham-Based FordHarrison Attorney Listed in 2026 Best Lawyers in America
- August 16, 2024 - Birmingham-Based FordHarrison Attorney Listed in 2025 Best Lawyers in America

Events

- April 09, 2024 - Sweet Home Compliance: Navigating Alabama's Employment Landscape - Complimentary Webinar

Offices

- *Birmingham:*
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