

David Terry

PARTNER

t: 704.342.5272

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David provides counsel and legal representation to employers on a wide range of employment and labor-management areas.



OFFICE LOCATION

301 S. College St., Suite 2900
Charlotte, NC 28202

JURISDICTIONS LICENSED

North Carolina

“I practice law as it was historically -- with honor. That is, with the unfettered, and paramount objective being the use of my professional skills to fully represent and counsel my clients, and to provide for their legal and moral rights and protections, not as a money-driven enterprise.”

BIOGRAPHY

David's practice is primarily litigation involving employee issues which expand into areas of tort law actions against employers. He represents Fortune 500 companies and employers in the trucking, retail, construction, manufacturing and other industries. He is a frequent speaker to various human resource and employer/employee groups. David was a Captain in the United States Army and served as Chief Trial Counsel the United States Army, Judge Advocate General's Corps for the 3rd Infantry Division from 1983 to 1987.

AREAS OF FOCUS

EMPLOYMENT

- Provides timely advice and training on all aspects of employment law with respect to employer actions and decisions, reductions in force, handbooks and policies

OUTSIDE GENERAL COUNSEL SERVICES

- Frequently provides management and employee training on all areas of employment law and union avoidance
- Frequently speaks to human resources organizations, EAP associations, local and state employers associations and other local groups on topics of particular interest or significance in the employment arena
- Acts in the capacity of outside general counsel for many of his clients

TRANSPORTATION

- Specific experience in the trucking, retail, manufacturing, and construction industries
- Acts as primary legal point of contact for national and regional companies; coordinates the handling of legal needs beyond employment, leveraging attorneys within Poyner Spruill to assist clients with intellectual property issues, financial dealings, civil litigation, employee benefits, and more

EMPLOYMENT LITIGATION

- Employer defense trial counsel and providing management advice on all areas of employment law including race, sex, religion, color, age, disability and handicap discrimination, retaliation and harassment cases, Family and Medical Leave Act cases, Fair Labor Standards Act cases, worker's compensation retaliation claims, "whistleblower" claims, wrongful death cases, and various tort cases. Successfully defended several class actions
- Defends employers before all state and local human rights agencies, The Equal Employment Opportunity Commission, The U.S. and State Departments of Labor, and all Federal and State courts

CREDENTIALS

CERTIFICATIONS & SPECIALIZATIONS

Certified Yellow Belt in Legal Lean Sigma by the Legal Lean Sigma Institute®

EDUCATION

Wake Forest University, JD, 1983

Wake Forest University, BS, 1980, cum laude

PROFESSIONAL & COMMUNITY ACTIVITIES

Mecklenburg County Bar Association

North Carolina State Bar

NOTABLE ACCOMPLISHMENTS

Recognized in The Best Lawyers in America® (Employment Law – Management) 2021, 2023-2025;
(Litigation-Labor and Employment) 2024-2025; (Labor Law-Management) 2024-2025

Recognized as “Litigation Star” for Employment by Benchmark Litigation (2023)