



David S. Shankman

Partner
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David is a highly sought-after employment lawyer, known for his in-depth knowledge across all areas of employment law. David has more than 25 years of experience serving as lead trial counsel on employment-related litigation matters nationwide. He provides his clients with strategic guidance on how to avoid litigation or to increase the likelihood of success when it is unavoidable. David partners with employers to identify critical issues before employment decisions are made, and positions his clients to navigate potential legal challenges with confidence.

He frequently counsels employers on matters related to the National Labor Relations Act, including union avoidance, election campaigns and representation in union negotiations and collective bargaining. His experience spans class action cases from California to Florida, handling complex FLSA collective actions, Title VII, ADEA, ADA, FMLA, and retaliation claims, including state and federal whistleblower laws.

David has also represented clients before a wide range of federal agencies such as the EEOC, OSHA, Wage & Hour, OFCCP, NLRB, as well as before their state counterparts, which has encompassed significant travel across the country, including to Hawaii. David also regularly represents employers in union organizing matters and collective bargaining, working across the U.S., Canada, and the Caribbean.

His approach is direct and surgical. If there is a strong defense, he makes it known, and if there is a problem, he addresses it promptly and strategically. Whether through settlement, summary judgment, or trial, David works closely with clients to choose the best course of action for each case, ensuring that disputes are resolved as swiftly and effectively as possible.

Services

- Labor
- Employment

Education

- University of Richmond School of Law (J.D., 1989)
 - Law Review

- Order of the Coif
- University of Wisconsin, Madison (B.A., 1986)

Bar Admissions

- Ohio
- Florida

Court Admissions

- U.S. Court of Appeals for the Fourth Circuit
- U.S. Court of Appeals for the Sixth Circuit
- U.S. Court of Appeals for the Ninth Circuit
- U.S. Court of Appeals for the Eleventh Circuit
- U.S. District Court for the Northern District of Florida
- U.S. District Court for the Middle District of Florida
- U.S. District Court for the Southern District of Florida
- U.S. District Court for the Southern District of Ohio

Affiliations/Memberships

- Ohio State Bar Association
 - Labor and Employment Law Section
- The Florida Bar Association
 - Labor and Employment Law Section