



C. David Morrison | Member

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LICENSURE KY | WV
EDUCATION J.D. University of Kentucky

The phrase “fact is stranger than fiction” comes to mind when David Morrison reflects on his 35+ year career as a labor and employment lawyer. Morrison is never surprised when he picks up the phone and an exasperated human resources director or in-house counsel regales him with the latest unique employee situation that needs untangling. David genuinely enjoys helping his clients when they don’t know where to turn, and he is often the origin of creative solutions that can be implemented in a way that allows clients to retain their integrity and follow the law. Helping clients avoid litigation, David invests time counseling them on what to do and what not to do, always with a listening and compassionate ear. In the event that litigation does occur, David is the person to have on the team, having tried over 80 cases and arbitrations, and argued over 20 appeals before state and federal appeals courts.

David is an effective storyteller, and he often uses his experience to mentor and train young lawyers, helping them learn the importance of humanity in the practice of law.

The College
of Labor and
Employment
Lawyers

LEADERSHIP FOR GREATER PURPOSE

REPRESENTATIVE EXPERIENCE

Advised client on “back to school” issues related to COVID-19

Advised client on employee remote work arrangements related to COVID-19

Advised client on EFLMEA issues related to COVID-19 and employee leave

Advised client on union related issues in conjunction with COVID-19

Advised client on workplace safety issues related to COVID-19

Won a jury trial for a large chemical manufacturing company in a case brought by seven women alleging sex discrimination and an Equal Pay Act violation

Obtained summary judgment for a large truck stop chain in federal district court in which the plaintiff

claimed fraud in the inducement

Obtained summary judgment in two cases where the federal district court was asked to overturn labor arbitration awards

Assisted large West Virginia bank in post-merger reorganization of its workforce

Provided many training sessions to employees of clients on various HR topics, including EEO matters, harassment, documentation, investigations, hiring and interviewing, and factors to consider before firing

Handled arbitrations against the Teamsters, Steelworkers, Bricklayers, Service Employees, and Chemical Workers unions

Handled union elections in wood products, aluminum products, chemical, retail, health care, natural gas, coal and hospitality industries

Handled a number of FLSA / Wage and Hour issues, including class actions, for clients both in litigation and in the investigative stage by the Department of Labor

Defended discrimination claims of race, gender, age, disability, religion and national origin as well as retaliation claims in state and federal courts, as well as claims brought before the EEOC and state human rights agencies in West Virginia, Ohio, Kentucky, Pennsylvania, Louisiana, Tennessee, New York, Florida, South Carolina, and Alabama

Obtained state and federal court injunctions for illegal strike activity in the chemical, tire manufacturing, coal, natural gas, trucking, wood products and aluminum products industries

WORK EXPERIENCE

1981 Steptoe & Johnson PLLC

MEMBERSHIPS AND AWARDS

PROFESSIONAL

Peer Review Rated AV by Martindale-Hubbell

Member, MCLE Planning Committee for Employment Law Seminar, 2016

Member, U.S. Magistrate Court Selection Committee, United States District Court for the Northern District of West Virginia, 2015

John L. McClaugherty Award for Dedication and Service, Energy & Mineral Law Foundation, 2013

Fellow, American College of Labor & Employment Lawyers, 2010-present

Chambers USA America's Leading Lawyers for Business, 2006-present

The Best Lawyers in America®

Best Lawyers® 2020 Morgantown, WV Appellate Practice, Lawyer of the Year

Best Lawyers® 2018 Morgantown, WV Energy Law, Lawyer of the Year

Best Lawyers® 2016 Morgantown, WV, Mining Law, Lawyer of the Year

Best Lawyers® 2015 Morgantown, WV Labor Law, Lawyer of the Year

Super Lawyers®, Member, 2007-2018

Fellow, American Bar Association Foundation, 2016-present

Board of Directors, West Virginia Bar Foundation

Fellow, West Virginia Bar Foundation, 2011-present
National Mining Association
American Bar Association, Section on Employment Law
Fourth Circuit Judicial Conference
West Virginia Coal Association
Member, Executive Committee, Energy & Mineral Law Foundation, 2006-2012 and 2015-2016
President, Energy & Mineral Law Foundation, 2009-2010

INDUSTRY/CIVIC

Member, Board of Directors, Mountaineer Education & Research Corporation, affiliated with the Louis A. Johnson Veterans Administration Hospital, 2015-2018
Member, Safety, Health & Human Resources Committee, National Mining Association, 2011-present
Member, Board of Trustees, Alderson-Broaddus College, 1992-2004, Executive Committee, 1999-2004
Member, Harrison County Chamber of Commerce
Board Member, Harrison County YMCA, 2006-2012
Member, Academic Excellence Committee, Harrison County Catholic Schools, 1992-2004
Member, Board of Trustees, Clarksburg Baptist Church, 1998-2001
Member, Board of Directors, Harrison County Student Achievement Program, 1992-1999
Member, West Virginia Chamber of Commerce
Coached 33 seasons of youth sports
PA Announcer, Notre Dame High School Basketball, 2004-present