

## DAVID CORNELIUS POINTS, JR., Esquire

140 River Walk Trail  
Home # (256) 852-0534  
e-mail: [david.pointsjr@us.army.mil](mailto:david.pointsjr@us.army.mil)

New Market, AL 35761  
Office # (256) 876-0212  
Cell # (202)-725-6089

**Admitted & Licensed to Practice Law:** Alabama, Pennsylvania and the District of Columbia

### **EDUCATION:**

Howard University /Washington, D.C.	Juris Doctor	1983
Jacksonville State University/Jacksonville, AL	MA in Public Administration	1981
Fisk University/Nashville, TN	BA Public Administration	1977

### **EMPLOYMENT:**

**ATTORNEY/LEGAL ADVISOR (Volunteer)-Huntsville/Madison County Legal Association. 2011-Present.** Volunteer Attorney accepting a limited number of indigent cases on pro-bono bases related to labor law and family law.

**ADJUNCT PROFESSOR, Alabama A&M University, Academic Calendar years 2008-Present (Temporary Position).** Serve as semester adjunct instructor for undergraduate Legal Environment & Ethics course. Syllabus and course curriculum supported via specified university text and supplemental instructor recommended reading, test, class projects/presentations.

**DEPUTY ETHICS COUNSELOR/LABOR ATTORNEY - U.S. Army Aviation and Missile Command (AMCOM) at Redstone Arsenal, AL. January 1986 to Present.** Serve as the focal point of legal representation for the U.S. Army AMCOM in the following areas: EEO matters, Personnel/Human Resources/Labor Relations, grievances and collective bargaining issues and arbitrations. Provides counsel on issues related to employment and labor laws and human resources practices. Consistently consults with management and HR professionals on employee issues and advises HR personnel on employment procedures, ensures compliance with government laws and investigates cases of employee misconduct. Conducts and reviews risk and crisis management efforts by advising executives on how to handle difficult labor or employee situations. Represents AMCOM before the Equal Employment Opportunity Commission, Birmingham District, and before the Federal Labor Relations Authority, Atlanta Regional Office. Conducts in depth analysis of complex conflict issues, then advises the government management personnel of these issues and any associated risks to the government; coordinates with partners to manage ethics issues, devising and implementing practical workable solutions to ethics issues; advising on client engagements, and making annual ethics presentations and answering ethics queries from personnel at all levels. Reports to the AMCOM General Counsel by documenting and preparing risk management policies and conflict resolution processes, and prepares draft documents regarding ethics and conflicts resolution processes for distribution within the AMCOM agency.

**LEGAL ASSISTANT Associate Counsel-Office of (The late) Coolidge N. McCants, Esquire. Washington, D.C. Jan. 1985-December 1985** Prepared legal briefs and conducted legal research in support of cases being handled by the McCants Legal Firm. Primary caseload of the firm focused on Family Law (e.g., divorce, child custody, adoptions, etc.)

**PARALEGAL CACI (Contractor Employee). Fairfax, VA Jan. 1984-Dec. 1984.** Reviewed and edited legal briefs on the Agent Orange/Vietnam Veteran's Contamination Case. Documents were retrieved at the CACI office site and taken home for review/edit on a weekly basis. Edits were done per governmental editorial and legal standards and guidelines.

**TEACHING ASSISTANT (Community Service Position)- Kennedy Home for the Disabled (Northeast), Washington, D.C. June 1983-Dec. 1983.** Taught disabled and physically challenged adults (males/females) daily tasks, e.g., counting money, restaurant/table etiquette, reading the public transportation schedule and riding the subway, appropriate skills for mailing letters and handling money at the bank.

**LEGAL GRADUATE ASSISTANT Howard University, Washington, D. C. May 1982-June 1983.** Worked as a Legal Graduate Assistant for a Contracts Professor. Answered the office phone. Reviewed first year students' papers, tests, attendance records, submitted documents to the Dean's office and to the main campus.

**1977-1981-**Worked various Temporary Jobs in Birmingham, Alabama immediately after graduating from FISK University (1977) and soon attended Graduate School in Jacksonville, AL.

#### **PROFESSIONAL AFFILIATIONS**

Phi Alpha Delta Legal Fraternity  
Alabama Civil Justice Foundation

#### **COMMUNITY & CIVIC ACTIVITIES**

- Delta Theta Lambda, Alpha Phi Alpha Fraternity, Inc. -Vice President/Life Member
- North Huntsville Kiwanis Club-Member & Past President
- Hwy 53-Choice Medical Center Board of Directors
- Huntsville/Madison County Volunteer Legal Association
- Served as FISK University Presidential Rep during Inauguration of Dr. Jennings at Alabama A&M
- Attorney/Advisor for State Representative of Alpha Phi Alpha Fraternity, Inc
- Trustee & Administrative Board Member of the Lakeside United Methodist Church
- Past PTA Officer (West Mastin Lake Elementary & Ed White Middle School)
- Alabama A&M University Students in Free Enterprise Service Award

#### **REFERENCES**

Professional & Personal References Provided Upon Request