



## Labor & Employment

Burr & Forman understands people issues are critical to every business' success or failure. Legal surprises can affect morale, productivity and, eventually, the bottom line. We work with our clients to prevent or reduce liability and to avoid the morale sapping conflicts that too often come with labor and employment legal issues.

Burr & Forman has been at the forefront of developments in labor and employment law for more than half a century. Our team represents employers before almost every government agency, as well as in dozens of state and federal courts, including the United States Supreme Court.

Our team handles every area of labor and employment law:

- Affirmative action program and OFCCP compliance
- Equal Employment Opportunity Commission (EEOC) proceedings
- Employee benefits
- Employer policy advising and training
- Employment contracts
- Labor relations, including union organizing and collective bargaining
- Class, collective, and multi-party actions
- Compliance issues
- Disability management
- Immigration
- Litigation and jury trials
- Management training
- Mergers and acquisitions

### PROFESSIONALS

Chandler E. Aragona  
Joseph Barnello  
Jennifer M. "Ginger" Busby  
Carl B. Carruth  
D. Matthew Centeno  
Rachel C. Cocciolo  
John J. Coleman, III  
William "Chip" Collins, Jr.  
John F. Connell, Jr.  
Meryl Cowan  
Marcel L. Debruge  
Matthew J. DeVries  
Devin C. Dolive  
Jonathan C. Eggert  
Ronald W. Flowers  
Cheri Turnage Gatlin  
James K. Gilliam  
Henrietta U. Golding  
Jon M. Gumbel  
Kevin (Kyubin) Han  
Allison C. Hawkins  
H. Carlton Hilson  
Ingu Hwang  
Gabriell M. Jeffreys  
Melissa Azallion Kenny  
John M. Lassiter

# Labor & Employment

- Non-competition agreements
- Occupational Safety and Health Administration (OSHA) investigations and proceedings
- Reductions in force and restructuring
- Site selection & facility start-up
- Unemployment Compensation
- Wage and hour
- Whistleblowing and retaliation
- Workers' compensation
- Workforce diversity

## Experience

- Favorable Jury Verdict in FLSA Action  
06.21.2023
- Successful Decertification of Nationwide Collective Action  
11.01.2021
- Reversal of NLRB Decision  
08.25.2021

## News

- Burr's Meryl Cowan Selected to 2024 Alabama State Bar's Leadership Forum Class 18  
Firm News, 12.12.2023
- 58 Burr Attorneys Named to 2023 Mid-South Super Lawyers and Rising Stars List  
Firm News, 11.28.2023
- Tom Scroggins Quoted in SHRM on Potentially Retaining Employees Post-Resignation  
Media Mention, *Society of Human Resource Management (SHRM)*,  
11.15.2023
- Industry Today Features Tom Scroggins and Allison Hawkins Discussing New Union Election Rules  
Media Mention, *Industry Today*, 11.02.2023
- Burr & Forman Earns National and Metro Rankings in 2024 Best Law Firms List  
Firm News, 11.02.2023

Michael L. Lucas  
Emily H. Mack  
Howard S. Marks  
Savannah D. McCabe  
K. Bryce Metheny  
Richard J. Morgan  
Dent M. Morton  
Brian C. Neal  
Katherine R. "Kiki" Rogers  
Thomas W. "Tom" Scroggins  
Anna L. Scully  
Matthew T. Scully  
Bill Wasden  
Amy Jordan Wilkes  
Ronald D. "Scott" Williams  
Kathryn M. Willis

### SCOPE OF SERVICES

Employer Advising, Policies & Training  
Employment Litigation  
Labor Relations  
Non-Compete & Trade Secrets  
OSHA  
Wage & Hour  
Whistleblowing, Retaliation, & Compliance  
Workers' Compensation

### RELATED AREAS

Employer Advising, Policies & Training  
Employment Litigation  
OSHA  
Wage & Hour

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## Events

- Workplace Accommodations After COVID  
Speaking Engagement, 11.30.2023
- Performance Improvement Documentation – Documentation Do's and Don'ts  
Speaking Engagement, 11.09.2023
- Matthew Scully Presents "Well That is Accommodating: Understanding New Pregnancy and Religious Accommodation Requirements" at the Alabama HRM Conference  
Speaking Engagement, 10.26.2023
- The Association of Corporate Counsel (ACC) South Carolina Chapter Annual Meeting  
Speaking Engagement, Central Energy - Columbia, SC, 09.14.2023
- Navigating Terminations: Legal Requirements and Risk Mitigation Strategies  
08.09.2023

## Publications

- New Independent Contractor Rule: Final Regulations on Department of Labor's Independent Contractor Assessment  
Article, 01.10.2024
- Carlton Hilson Authors Article for Total Retail Detailing Wage and Hour Risks  
Articles / Publications, *Total Retail* , 12.28.2023
- New Alabama Overtime Tax Exemption and Employer Reporting Obligations Coming in January 2024  
Article, 12.20.2023
- Treasury and IRS Issue Proposed Regulations on Prevailing Wage and Apprenticeship Requirements for Inflation Reduction Act's Increased Energy Credit or Deduction Amounts  
Article, 10.05.2023
- EEOC Issues Proposed Harassment Guidance Broadening Employers' Obligations Under Federal EEO Law  
Article, 10.05.2023