



## Labor Relations

Burr & Forman's labor & employment team has a strong history in dealing with labor relations assisting clients in a number of industries in a full spectrum of labor-related matters and issues.

### **Collective Bargaining & Contract Negotiations**

Assist employers in every aspect of the collective bargaining process, from negotiation of specific terms to interpretation and application of contract provisions.

### **Grievance Arbitrations**

Handle arbitration of employee grievances at each stage, provide counsel, conduct the arbitration, and submit post-hearing briefs and materials.

### **Management Training**

Provide programs, presentations, and training to management strategically designed to create positive employee relations between management and employees to minimize unionization risk.

### **Site Selection & New Facility Start-up Planning**

Counsel new companies on the available labor market and labor relations, as well as devise lawful strategies regarding handling third-party activity.

### **Strikes, Picketing, & Boycotts**

Assist employers in preparing for a strike or other work stoppage by working with management to make advance preparations and then assisting with the execution of the strategy as required.

### PROFESSIONALS

John J. Coleman, III

Meryl Cowan

Marcel L. Debruge

Ronald W. Flowers

Jon M. Gumbel

H. Carlton Hilson

Ingu Hwang

Michael L. Lucas

K. Bryce Metheny

Richard J. Morgan

Dent M. Morton

Thomas W. "Tom" Scroggins

Matthew T. Scully

Ronald D. "Scott" Williams

Kathryn M. Willis

### RELATED AREAS

Employer Advising, Policies & Training

Employment Litigation

Immigration

OSHA

Wage & Hour

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## Union Campaigns

Represent management in union representation campaigns, and those clients confronted with all types of union organizing activity. Assist employers in organizing successful union campaigns ranging from such distinct locations as Conway, Arkansas and North Chicago, Illinois.

## Unfair Labor Practice Proceedings

Handle unfair labor practice proceedings before the National Labor Relations Board (NLRB) on behalf of employers in a wide variety of industries.

## Workforce Assessment & Analysis

Conduct workplace assessments to determine workforce issues that may lead to third-party activity while providing advice and training regarding lawful union avoidance strategies.

## Experience

- 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
- Burr & Forman Earns National and Metro Rankings in 2024 Best Law Firms List  
Firm News, 11.02.2023
- Two Burr & Forman Attorneys Recognized in Lawdragon 500 Leading Corporate Employment Lawyers Guide  
Firm News, 10.06.2023
- Burr & Forman Strengthens Labor Relations Practice with Addition of Thomas W. Scroggins  
Firm News, 05.20.2023

## Publications

- Carlton Hilson Authors Article for Total Retail Detailing Wage and Hour Risks  
Articles / Publications, *Total Retail* , 12.28.2023
- EEOC Issues Proposed Harassment Guidance Broadening Employers' Obligations Under Federal EEO Law  
Article, 10.05.2023
- Allison Hawkins Details Biden Administration's Expansion of Concerted Activity for HR.com  
Articles / Publications, 06.12.2023

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- NLRB Returns to Categorical Ban of Overbroad Confidentiality and Non-Disparagement Provisions in Severance Agreements  
Article, 02.23.2023
- Eleventh Circuit District Court Finds Company Websites are Intangible Barriers Under ADA Title III  
Article, 10.24.2022