

Matthew T. Scully

Partner

Birmingham, AL
(205) 458-5321
mscully@burr.com



Matthew Scully represents management in the area of labor and employment law. His practice is proactive, focused on managing the complex economic, legal and business decision employers must make in effectively managing their workforce.

Mr. Scully has considerable experience litigating and advising clients concerning all aspects of employment law, including workplace investigations, disciplinary actions, employment policies, and managing leave. Matt has experience working with clients in various industries including Health Care and with small, medium and large sized employers, including Fortune 500 companies.

Mr. Scully also represents employers in responding to traditional union organizing, unfair labor practice matters before the National Labor Relations Board, labor injunction proceedings and grievance arbitrations. His practice is focused on helping businesses during union campaigns, and often provides training to supervisors and managers on positive employee relations.

Mr. Scully is a frequent presenter on a number of human resource matters, including developments under the National Labor Relations Act and Title VII.

Experience

- Defense of single plaintiff claims brought under the Americans with Disabilities Act, Title VII, and the Family Medical Leave Act.
- Defense of multi-plaintiff claim brought under Title VII.
- Defense of EEOC charges brought in Alabama, Louisiana, Indianapolis, New York and Arizona.
- Defense of unfair labor practice charges under the National Labor Relations Act.

PARALEGAL/ASSISTANT

Legal Practice Assistant

Robbin Stewart
(205) 458-5141
rstewart@burr.com

CAPABILITIES

Employer Advising, Policies & Training

Employment Litigation

Labor & Employment

Labor Relations

Health Care

Long Term Care

EDUCATION

J.D., University of Alabama School of Law

M.B.A., University of Alabama
summa cum laude

B.S., Presbyterian College
cum laude

LICENSED IN

Alabama

Louisiana

Matthew T. Scully

- Defense of multi-million dollar breach of employment contract claim.
- Defense of a workers' compensation retaliatory claim.
- Defense of a multi-plaintiff, multi-million dollar unsafe workplace claim.
- Successful Decertification of Nationwide Collective Action
11.01.2021
- Reversal of NLRB Decision
08.25.2021

Honors & Recognition

- Listed in *The Best Lawyers in America*®, Employment Law - Management since 2022, Labor Law- Management since 2023, Litigation- Labor and Employment since 2023
- *Alabama Super Lawyers* "Rising Star," Employment & Labor (2015)
- *Mid-South Super Lawyers* "Rising Star," Employment & Labor (2016, 2019-2021)

News

- Best Lawyers® 2024 Honors 242 Burr Attorneys, Including 17 "Lawyers of the Year"
Firm News, 08.17.2023
- "Is It Too Late To Implement Restrictive Covenants For My Current Employees?" StrategicCHRO360 Article, 11.02.2022
- Burr & Forman Attorneys Successfully Defend Nursing Home as Appeals Court Reverses NLRB Decision
Firm News, 08.25.2021
- Burr's Matt Scully Invited to Speak at TerraLex's Virtual Global Meeting on The Future of Work Post-COVID-19
Firm News, 11.05.2020
- Burr Launches Labor & Employment Podcast Series
Firm News, 09.02.2020

Speaking Engagements

- Matthew Scully Presents "Well That is Accommodating: Understanding New Pregnancy and Religious Accommodation Requirements" at the Alabama HRM Conference
Speaking Engagement, 10.26.2023
- 68th Annual Human Resources Management Conference
Speaking Engagement, Bryant Conference Center, Tuscaloosa, AL, 10.27.2022
- Presenter, "Is the COVID Vaccine the Cure for Your COVID Related Employment Issues," Alabama Nursing Home Association
Speaking Engagement, 01.20.2021

Matthew T. Scully

- Speaker, MGMA Birmingham: Healthcare Law Update
Speaking Engagement, 11.18.2020
- Presenter, Webinar: The Future of Work Post-Covid-19
Speaking Engagement, 11.13.2020

Articles

- 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
- Is It the End of Non-Compete Clauses? The Federal Trade Commission Proposes a Prohibition and Rescission of Non-Compete Clauses
01.06.2023
- Health Care E-Note January 2022
Articles / Publications, 01.25.2022
- Labor & Employment E-Note November 2021
Labor & Employment, 11.17.2021
- Health Care E-Note November 2021
Articles / Publications, 11.16.2021

Civic Activities

- Board of Directors, Girls Inc. of Central Alabama
- Junior Partner, Pre-School Partners

Professional Activities

- Alabama Bar Association
- American Bar Association, Labor & Employment Law Section
- Birmingham Bar Association, Labor & Employment Law Section