

## Meryl Cowan

Partner

Birmingham, AL  
(205) 458-5261  
[mcowan@burr.com](mailto:mcowan@burr.com)



Meryl Cowan is an attorney in the Birmingham office, where she practices in the firm's Labor & Employment group. Various employers, manufacturers, and companies rely on Meryl for representation in all aspects of general employment, labor, and employment discrimination law.

Her practice includes representing employers in both state and federal investigations and litigation, including matters arising under:

- The National Labor Relations Act (NLRA)
- Occupational Safety and Health Act (OSHA)
- Title VII of the Civil Rights Act of 1964 (Title VII)
- The Family and Medical Leave Act (FMLA)
- The Fair Labor Standards Act (FLSA)
- The Americans with Disabilities Act (ADA)
- The Age Discrimination in Employment Act (ADEA)

Meryl advises employers regarding the impact of new developments in labor and employment law, as well as best practices and procedures for preventing, managing and investigating employment disputes. She also prepares educational and training materials for use by human resources, management and supervisors.

In addition to employment and employment discrimination law, Meryl has developed a practice dealing in traditional labor law matters. This includes experience advising and representing employers in connection with union representation campaigns and National Labor Relations Board proceedings. Meryl has assisted clients confronted with every form of union organizing activity – from union card signing activity to corporate campaigns – and she has represented clients effectively, efficiently and successfully.

### PARALEGAL/ASSISTANT

Paralegal

Sara McAlister  
(205) 458-5320  
[smcalister@burr.com](mailto:smcalister@burr.com)

### CAPABILITIES

Employment Litigation  
Labor & Employment  
Labor Relations

### EDUCATION

J.D., University of Mississippi School of Law

*magna cum laude*

B.A., University of Mississippi

*summa cum laude*

### LICENSED IN

Alabama

Mississippi

### ADMITTED IN

U.S. Court of Appeals for the Fifth Circuit

U.S. Court of Appeals for the Eleventh Circuit

U.S. District Court - Northern District of Mississippi

U.S. District Court - Southern District of Mississippi

U.S. District Court - Middle District of Alabama

U.S. District Court - Northern District

# Meryl Cowan

Meryl attended the University of Mississippi (“Ole Miss”) for both her undergraduate and legal education. As an undergraduate, her scholastic commitment warranted receiving the Taylor Medal, the University’s highest academic honor, and artwork featured at two gallery shows. During her time in law school, Meryl served as an Associate Articles Editor and Staff Editor on the Mississippi Law Journal, received the Outstanding Student Award in Supreme Court Practice, studied law at Cambridge University and clerked for the Honorable Neil P. Olack in the United States Bankruptcy Court for the Southern District of Mississippi.

## Honors & Recognition

- National Association of Women Lawyers (NAWL) Leadership Program (2023)
- Listed in *Best Lawyers: Ones to Watch*, Labor and Employment Law - Management since 2021, Litigation - Labor and Employment since 2021
- *Birmingham Magazine's* 2017 Top Attorney "Rising Star"
- Class 18, Alabama State Bar Leadership Forum (2023)

## 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 Duo Accepted to NAWL's Leadership Program  
Firm News, 09.19.2023
- Best Lawyers® 2024 Honors 242 Burr Attorneys, Including 17 "Lawyers of the Year"  
Firm News, 08.17.2023
- Burr & Forman Names Eight New Partners Across Five Offices  
Firm News, 01.07.2022

## Speaking Engagements

- Burr Morning Show - February  
Speaking Engagement, Webinar, 02.18.2022

of Alabama

U.S. District Court - Southern District  
of Alabama

# Meryl Cowan

- Speaker: Labor & Employment Seminar  
Speaking Engagement, Birmingham, AL, 05.04.2018
- Speaker, 2017 Honda Supplier Associate Relations Group (SARG) Southern Law Review and Roundtable  
Speaking Engagement, Hilton Garden Inn Suites Downtown; Nashville, TN, 11.29.2017
- Presenter, Automotive Supplier Legal Seminar  
Speaking Engagement, Montgomery, AL, 09.27.2017
- SSARG Law Review  
Speaking Engagement, Nashville, TN, 12.01.2016

## Articles

- NLRB Drastically Alters Union Recognition & Election Process in *Cemex* Decision  
Article, 09.26.2023
- Return to the Expedited Election Rules  
Article, 08.30.2023
- Groundhog Day? The U.S. Department of Labor Revisits Its Union Reporting Rule  
Articles / Publications, 05.13.2021
- Good News for Unemployed Alabamians during the Coronavirus Pandemic  
Articles / Publications, 04.09.2020
- Who's The Boss? The NLRB Clarified Joint Employment (Again)  
Articles / Publications, 03.17.2020