

Richard J. Morgan

Partner

Columbia, SC
(803) 753-3292
rmorgan@burr.com



Rick Morgan is certified by the South Carolina Supreme Court as a specialist in employment and labor law. He represents employers and has tried to verdict numerous employment defamation, discrimination, harassment and retaliation cases.

Rick advises and counsels employers on all aspects of employment and labor law issues and has experience representing employers in state and federal courts and in administrative tribunals. He has defended employers in litigation involving wage and hour laws, unemployment compensation, unfair labor practices, contract disputes, wrongful termination, negligent supervision/hiring/retention, intentional infliction of emotional distress, conspiracy and enforcement of non-compete agreements. In addition, Rick has advised employers during union organizing attempts and in OSHA matters. Rick sits as a part-time Municipal Judge for the City of Columbia.

Experience

- Settled ADA class action lawsuit for payment of a nominal amount to plaintiffs in bet-the-company litigation
- Obtained summary judgment in class action race discrimination lawsuit with potential exposure in excess of \$100 million
- Served as counsel in SC Court of Appeals decision establishing factors to avoid treble damages and attorney fees in wage payment case
- Obtained Fourth Circuit opinion reversing U.S. District court finding of punitive damages
- Obtained jury verdict in favor of hospital in defamation claim by doctor, former chair of hospital's board of directors
- Successfully defended "Batson" charge before Fourth Circuit Court of Appeals

PARALEGAL/ASSISTANT

Paralegal

Melissa Oken
(803) 753-3335
moken@burr.com

Legal Practice Assistant

Valerie N. Hampton
(803) 753-3899
vhampton@burr.com

CAPABILITIES

Labor & Employment
Manufacturing
Commercial Litigation
Labor Relations

EDUCATION

J.D., University of Toledo College of Law
B.A., Washington & Jefferson College

LICENSED IN

Ohio
Pennsylvania
South Carolina

ADMITTED IN

U.S. Supreme Court
U.S. Court of Appeals for the Fourth Circuit
U.S. District Court - South Carolina
U.S. District Court - Eastern District of Pennsylvania

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- Obtained numerous jury verdicts in which individuals claimed major corporation discriminated against them
- Successfully defended (jury verdict) in sex discrimination, sex harassment, wage case
- Successfully defended (jury verdict) in race discrimination, race harassment case

Honors & Recognition

- Named, *Chambers USA: America's Leading Lawyers for Business*, Labor & Employment (2017-2019)
- Recipient, Leadership in Law Award, *South Carolina Lawyers Weekly* (2016)
- Listed in *The Best Lawyers in America*® since 2007, Employment Law - Management since 2011, Labor Law - Management since 2011
- Martindale-Hubbell AV Preeminent® Peer Review Rating
- *South Carolina Super Lawyers*, Employment & Labor (2008-2022)
- Named, Legal Elite of the Midlands, *Columbia Business Monthly* (2010)
- Recipient, McNair Leadership Award (2000)

News

- Best Lawyers® 2024 Honors 242 Burr Attorneys, Including 17 "Lawyers of the Year"
Firm News, 08.17.2023
- "The Hug-Worthy Way in which Rick Morgan Serves the Citizens of Columbia," *South Carolina Super Lawyers*
Firm News, 05.16.2022
- Ten Burr & Forman Attorneys Named 2022 South Carolina Super Lawyers and Rising Stars
Firm News, 05.03.2022
- Rick Morgan Quoted by Law360 Discussing NLRB Handling of Starbucks Union Claims
Firm News, 04.19.2022
- Nine Burr & Forman Attorneys Named 2021 South Carolina Super Lawyers and Rising Stars
Firm News, 05.04.2021

Speaking Engagements

- Burr's Morning Show - October
Speaking Engagement, Webinar, 10.22.2021
- South Carolina Telecommunications and Broadband HR Legal Update
Speaking Engagement, Columbia, South Carolina, 11.13.2019
- Carolinas Manufacturing Labor & Employment Update (Burr Event)
Speaking Engagement, Burr Forman McNair Office, Greenville, SC, 02.07.2019
- Association of Corporate Counsel South Carolina CLE
Speaking Engagement, Burr Forman & McNair; Columbia, SC, 01.23.2019

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Articles

- South Carolina Employment Law Letter: Employee fails to connect racial acts to adverse action
Articles / Publications, 08.17.2022
- A Lurking Danger - Is Unionization Inevitable?
Labor & Employment, 04.13.2022
- Inhumanity Exposed, Remedy Enhanced in 'Shocking' Involuntary Servitude Case
Articles / Publications, 06.02.2021
- South Carolina Professor Loses Breach of Employment Contract Case
Articles / Publications, 11.09.2020
- *Midsouth Employment Law Letter*: 4th Circuit delivers blow to Title VII punitive damages
Articles / Publications, 07.20.2020

Civic Activities

- Board Member, Junior Achievement of Central South Carolina, Inc. (1996-2015) Chair Emeritus (2011-2012)

Professional Activities

- Board Member, Committee of 100, Central SC Alliance (2011-2015)
- Past Chair, Labor & Employment Section, South Carolina Bar (2000)