



## Ronald D. "Scott" Williams

Partner

Birmingham, AL  
(205) 458-5436  
[scwilliams@burr.com](mailto:scwilliams@burr.com)



*"I pour myself into my client's business, establishing seamless partnerships that lead to the most advantageous results."*

Scott Williams has a wealth of experience in Labor & Employment Law, representing management and employers with respect to all labor and employment matters arising out of the workplace. Scott handles matters before the Department of Labor (EEOC, OSHA, and Wage and Hour) and all state and federal courts. He handles administrative charges, investigations, and litigation involving matters arising under all federal and state labor laws and statutes. With respect to state matters, he handles claims/litigation involving matters relating to retaliatory discharge under the Workers' Compensation Act, discrimination claims under the Alabama Age Discrimination in Employment Act and the Clarke-Figures Equal Pay Act, and unemployment compensation claims. Additionally, Scott serves as an employment adviser regarding policies and training and handles OSHA Whistleblowing and Compliance cases. Scott's practice includes the representation of employers in all industries, including manufacturing, construction, food service, and banking.

Practicing law offers Scott the intellectual outlet and professional accountability that he found no other career could provide. Using his competitive nature and drive to continually improve his skillset, Scott brings a rare preparedness that his clients find reassuring. From the outset, Scott ingrains himself into each of his client's businesses, experiencing their operations first-hand to put himself in their shoes. With a thorough understanding of where they need their business to go, he proactively utilizes every means necessary within the law to reduce liability, mitigate risk and protect a company's resources.

#### PARALEGAL/ASSISTANT

Legal Practice Assistant

Teresa McCollum  
(205) 458-5265  
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#### CAPABILITIES

Employer Advising, Policies & Training  
Manufacturing  
Employment Litigation  
Labor & Employment  
Labor Relations  
OSHA  
Wage & Hour  
Whistleblowing, Retaliation, & Compliance

#### EDUCATION

J.D., University of Alabama School of Law  
B.A., University of Notre Dame

#### LICENSED IN

Alabama  
Tennessee

#### ADMITTED IN

U.S. District Court - Middle District of Alabama

# Ronald D. "Scott" Williams

When he's not working, Scott is spending as much time as he can with his wife and three young children.

Scott earned his J.D. from the University of Alabama School of Law and his B.A. from the University of Notre Dame.

## Experience

- Defense of pregnancy and disability discrimination, FMLA and retaliation claims against large automotive manufacturer; obtained summary judgment dismissal of all claims.
- Obtained summary judgment on religious discrimination and retaliation claims brought by former employee against insurance company.
- Defense of age discrimination suit filed against independent public agency; successfully obtained summary judgment dismissal of all claims.
- Obtained summary judgment on sexual harassment, retaliation and negligent training/supervision/hiring/retention claims brought by former employee against restaurant franchise.
- Successful Decertification of Nationwide Collective Action  
11.01.2021

## Honors & Recognition

- Listed in *The Best Lawyers in America*®, Litigation - Labor and Employment since 2021, Employment Law - Management since 2022, Labor Law - Management since 2022
- Martindale-Hubbell AV Preeminent™ Peer Review Rating
- *Mid-South Super Lawyers* "Rising Star," Employment & Labor (2016-2022)
- *Birmingham Business Journal's* "Rising Stars" Lawyers of 2018

## News

- Best Lawyers® 2024 Honors 242 Burr Attorneys, Including 17 "Lawyers of the Year"  
Firm News, 08.17.2023
- Scott Williams Named in Birmingham Business Journal's 2022 40 Under 40  
Firm News, 08.11.2022

U.S. District Court - Northern District of Alabama

U.S. District Court - Southern District of Alabama

U.S. Court of Appeals for the Eleventh Circuit

Tennessee Supreme Court

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- Burr's Scott Williams has Been Named a "Rising Star of Law" by the *Birmingham Business Journal* Firm News, 10.17.2018
- *Law360* Features Burr & Forman's 2015 Partnership Elevations Firm News, 04.27.2015
- Burr & Forman Elevates Attorneys to Partnership Firm News, 01.05.2015

## Speaking Engagements

- Burr Morning Show July Speaking Engagement, Webinar, 07.22.2022
- Webinar: New COVID-19 Vaccination and Testing Rules Speaking Engagement, Webinar, 11.09.2021
- Alabama Auto Manufacturing Association (AAMA) OSHA Workshop & Seminar Speaking Engagement, Hoover Country Club, Birmingham, AL, 06.13.2019
- Carolinas Manufacturing Labor & Employment Update (Burr Event) Speaking Engagement, Burr Forman McNair Office, Greenville, SC, 02.07.2019
- Speaker: Labor & Employment Seminar Speaking Engagement, Birmingham, AL, 05.04.2018

## Articles

- DOL Publishes Proposed Rule to Allow Third-Party & Union Participation in OSHA Walkthroughs Article, 09.12.2023
- Labor & Employment E-Note November 2021 Labor & Employment, 11.17.2021
- OSHA Issues New Rule for Employee COVID-19 Vaccination and Testing Articles / Publications, 11.04.2021
- Burr & Forman Represents AutoZone in Successful Decertification of Nationwide Collective Action Firm News, 11.01.2021
- OSHA Launches National Emphasis Program to Protect High-Risk Workers from COVID-19 or Retaliation from COVID-19 Complaints Articles / Publications, 03.15.2021

## Civic Activities

- Camp Fire Alabama, Junior Board, Member
- Alabama Appleseed, Board Member

# Ronald D. "Scott" Williams

## Professional Activities

- American Bar Association
- National Bar Association
- Alabama State Bar
- Birmingham Bar Association
- Magic City Bar Association
- Defense Research Institute