

Thomas W. "Tom" Scroggins

Partner

Birmingham, AL
(205) 458-5105
tscroggins@burr.com



Tom works to defend against employee lawsuits, advise employers during union avoidance campaigns, negotiate collective bargaining agreements, and design policies for local, regional, national, and international employers of all sizes.

Tom understands how to effectively and persuasively communicate an employer's message in the midst of a union organizational campaign. He also manages litigation in a way that achieves results, balanced with the business goals and economic interests of the company.

With a long family history in labor relations – his father a steward in the National Postal Mail Handler's Union and his grandfather a member of the United Mine Workers of America – Tom has a keen understanding of union activity. His ancestors were also involved in the Battle of Matewan – a violent coal miners' strike that occurred in 1920 in Mingo County, West Virginia, which eventually required the Governor to order the state police to retake control of the town of Matewan.

With two decades of experience focused in the health care, industrial manufacturing, and food processing industries, he is well-positioned to help businesses interpret and comply with workplace laws and regulations.

Experience

- Worked on the largest and most public union organizing election of 2017, assisting with the execution of a campaign that saw the employer win the election by a nearly 2-1 vote margin.
- Represented a nursing home during its 2016 election victory over an effort by a steelworkers' union to organize the facility.
- Counseled a large seafood processing plant through its 2012 successful decertification of a United Food and Commercial

PARALEGAL/ASSISTANT

Legal Practice Assistant

Bridgette Howell
(205) 458-5105
bhowell@burr.com

CAPABILITIES

Employer Advising, Policies & Training

Employment Litigation

Labor & Employment

Labor Relations

Wage & Hour

EDUCATION

J.D., University of Alabama School of Law

Alabama Law Review

B.A., Louisiana State University

LICENSED IN

Alabama

Georgia

ADMITTED IN

Supreme Court of Alabama

U.S. Court of Appeals for the Eleventh Circuit

United States District Court for the Northern District of Alabama

United States District Court for the Middle District of Alabama

United States District Court for the Southern District of Alabama

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Workers bargaining unit.

Honors & Recognition

- Named, Best Lawyers in America® (2021-2023)
- Martindale-Hubbell AV Preeminent® Peer Rated for Highest Level of Professional Excellence
- Named, Mid-South Super Lawyers® (2016-2020)
- Member of the Year, Tuscaloosa Human Resource Professionals (2009)

News

- Tom Scroggins Quoted in SHRM on Potentially Retaining Employees Post-Resignation Media Mention, *Society of Human Resource Management (SHRM)*, 11.15.2023
- Industry Today Features Tom Scroggins and Allison Hawkins Discussing New Union Election Rules Media Mention, *Industry Today*, 11.02.2023
- Burr & Forman Strengthens Labor Relations Practice with Addition of Thomas W. Scroggins Firm News, 05.20.2023

Articles

- Return to the Expedited Election Rules Article, 08.30.2023

Civic Activities

- The EDGE Center for Entrepreneurship and Innovation, Advisory Board
- Leadership Tuscaloosa, Class of 2008 (Steering Committee, 2011-2012)
- Black Warrior Council of the Boy Scouts of America, General Counsel (2011-2012)
- Adopt-A-School Foundation, Steering Committee (2001-2011)
- Exchange Club of Tuscaloosa, Board of Directors (2005-2008)

Professional Activities

- Alabama State Bar, Section on Labor and Employment Law
- Tuscaloosa County Bar Association
- Tuscaloosa Human Resource Professionals (2000-2018)
- Legal Counsel (2018)
- West Alabama Chamber of Commerce, Board of Directors (2010-2016)
- Legislative Director (2000-2012)