



John J. Coleman III

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Services

Employment Litigation, Labor & Employment, OSHA, Whistleblowing, Retaliation and Compliance, Non-Compete & Trade Secrets, Class Action,

A former chair and current member of the firm's Labor & Employment Practice Group, John's trial experience includes the successful defense as lead counsel of banking, utility, automotive, manufacturing and food service industry employers in over 100 bench and jury trials.

Publications

- Burr Alert: Top 10 Bank Hidden Employment Issues
- Burr Alert: Guns-to-Work Bill Passed in Alabama
- Burr Alert: Do Employers Need Policy Reviews Following the Election?
- *Southern University Press*: Employment Discrimination in Alabama

Education

J.D., Duke University School of Law, (1981)
A.B., *magna cum laude*, Duke University, (1978)

Licensed In

Alabama, Georgia, Texas

Admitted In

U.S. Supreme Court
U.S. Court of Appeals for the Eleventh Circuit

U.S. Court of Appeals for the Fourth Circuit
U.S. District Court – Southern District of Texas
U.S. District Court – Northern District of Georgia
U.S. District Court – Middle District of Alabama
U.S. District Court – Northern District of Alabama
U.S. District Court – Southern District of Alabama

Honors & Awards

- The College of Labor and Employment Lawyers, Fellow (Class of 2006)
- *Best Lawyers in America (1993-2019)*, Litigation-Labor & Employment (2011-2019), Employment Law-Management (2011-2019), Labor Law-Management (2011-2019), Workers' Compensation Law-Employers (2011-2019)
- *Lawdragon's* Top 100 Nation's Most Powerful Employment Lawyers (2009-2018)
- *Chambers USA*, Leading Practitioner in Labor & Employment (2003-2019)
- *Alabama Super Lawyers*, Employment & Labor (2008-2015)
- *Human Resources Executive*, "The Nation's Most Powerful Employment Attorneys - Top 100" (2016)
- *Mid-South Super Lawyers*, Employment and Labor (2016-2018)
- American Bar Foundation Lifetime, Fellow (Class of 2017)

Professional Associations

American Bar Association
Alabama State Bar
State Bar of Georgia
Texas State Bar

Community Involvement

Funds graduate education scholarship at Jacksonville State University and law school minority scholarship at Birmingham School of Law
Teaches at Cumberland and the Birmingham School of Law
Active in St. Francis Xavier Parish
Campfire, served as Secretary on Board of Directors

Experience

- Defending various employers successfully in cases defining "direct threat," "disability," and "reasonable accommodation" in the Eleventh Circuit.
- Defended various causation issues in workers' compensation benefits cases in state appellate courts.
- Defended numerous employers in administrative decisions including successful R and C cases under the National Labor Relations Act (including one hybrid case in which the NLRB found ULPs but declined to set aside an election voting down the union).
- Received a favorable decision setting aside OSHA "willful" citations involving asbestos at a nuclear

plant.

- Received a favorable decision in a confined spaces case obtaining a disposition after hearing that reduced numerous repeat violations and \$128,000 in fines to less than \$8,000.
- Arbitration decisions include labor decisions rejecting individual discharge grievances and one contract interpretation decision allowing the installation of a production line without seniority bidding for positions.
- Tried over 100 cases in employment matters.
- Obtained summary judgment in over four dozen cases in employment matters.

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