



Matthew T. Scully

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Services

Employer Advising, Policies & Training, Employment Litigation, Labor & Employment, Labor Relations,

Mr. Scully represents management in the area of labor and employment law. His practice is proactive, focused on managing the complex economic, legal and business decision employers must make in effectively managing their workforce.

Matthew Scully has considerable experience litigating and advising clients concerning all aspects of employment law, including workplace investigations, disciplinary actions, employment policies, and managing leave. Matt has experience working with clients in various industries including Health Care and with small, medium and large sized employers, including Fortune 500 companies.

Mr. Scully also represents employers in responding to traditional union organizing, unfair labor practice matters before the National Labor Relations Board, labor injunction proceedings and grievance arbitrations. His practice is focused on helping businesses during union campaigns, and often provides training to supervisors and managers on positive employee relations.

Mr. Scully is a frequent presenter on a number of human resource matters, including developments under the National Labor Relations Act and Title VII.

Publications

- Was the Health Care Provider Exception in the Families First Coronavirus Response Act Just Struck Down?
- DOL Issues Third Round of Questions and Answers on Families First Coronavirus Response
- Labor and Employment COVID-19 Response Webinar Series
- “Families First Coronavirus Response Act” – What Employers Need to Know and How to Prepare
- Mercedes-Benz Win in Employee Complaint Case Holds Lesson for All Employers, Automotive Buy Sell Report

Education

J.D., University of Alabama School of Law, (2008)
M.B.A, *summa cum laude*, University of Alabama, (2008)
B.S., *cum laude*, Presbyterian College, (2004)

Licensed In

Alabama, Louisiana

Honors & Awards

- *Alabama Super Lawyers* "Rising Star," Employment & Labor (2015)
- *Mid-South Super Lawyers* "Rising Star," Employment & Labor (2016, 2019)

Professional Associations

Alabama Bar Association
American Bar Association, Labor & Employment Law Section
Birmingham Bar Association, Labor & Employment Law Section

Community Involvement

Board of Directors, Girls Inc. of Central Alabama
Junior Partner, Pre-School Partners

Experience

- Defense of single plaintiff claims brought under the Americans with Disabilities Act, Title VII, and the Family Medical Leave Act.
- Defense of multi-plaintiff claim brought under Title VII.
- Defense of EEOC charges brought in Alabama, Louisiana, Indianapolis, New York and Arizona.
- Defense of unfair labor practice charges under the National Labor Relations Act.
- Defense of multi-million dollar breach of employment contract claim.
- Defense of a workers' compensation retaliatory claim.
- Defense of a multi-plaintiff, multi-million dollar unsafe workplace claim.

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