



Meghan N. Cox

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Services

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

Employment,

Meghan is an Associate in the firm's Labor & Employment practice group. She represents employers with respect to any and all labor and employment matters arising in the workplace.

Her practice includes representing employers in both state and federal investigations and litigation, including matters arising under the Fair Labor Standards Act, Title VII, the Equal Pay Act, the Americans with Disabilities Act, the Family and Medical Leave Act, and the Age Discrimination in Employment Act.

Meghan also advises employers regarding the impact of new developments in labor and employment law, as well as best practices and procedures for preventing, managing, and investigating employment disputes. Meghan drafts employee handbooks, including anti-discrimination and anti-harassment policies, as well as employment agreements, non-compete agreements, and independent contractor agreements. She also prepares educational and training materials for use by human resources, management, and supervisors.

Publications

- Burr Alert: Here We Go Again – The DOL Has Proposed an Increase to the Salary Threshold for FLSA White Collar Exemptions
- Labor and Employment Industry Insights
- Burr Alert: NLRB General Counsel Issues Much Needed Guidance on Employee Handbooks
- Burr Alert: DOL Will Not Defend Obama Era FLSA Salary Threshold Rule, but Uncertainty Continues
- Burr Alert: Alabama Workers' Compensation Act Held Unconstitutional

Education

J.D., *cum laude*, University of Alabama School of Law, (2011)

B.S., *summa cum laude*, University of Alabama, (2008)

Licensed In

Alabama

Admitted In

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

- *About Town Magazine's* "Trailblazers" (2018)

Professional Associations

Alabama State Bar

Parkinson Association of Alabama Junior Board, President

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