



Richard J. Morgan

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Paralegal

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Services

Labor & Employment, Commercial / Corporate Litigation,

Rick is certified by the South Carolina Supreme Court as a specialist in employment and labor law. He represents employers and has tried to verdict numerous employment defamation, discrimination, harassment and retaliation cases.

Rick advises and counsels employers on all aspects of employment and labor law issues and has experience representing employers in state and federal courts and in administrative tribunals. He has defended employers in litigation involving wage and hour laws, unemployment compensation, unfair labor practices, contract disputes, wrongful termination, negligent supervision/hiring/retention, intentional infliction of emotional distress, conspiracy and enforcement of non-compete agreements. In addition, Rick has advised employers during union organizing attempts and in OSHA matters. Rick sits as a part-time Municipal Judge for the City of Columbia.

Publications

- "The Why and How of a Non-Compete," *Employee Relations Law Journal*
- *South Carolina Employment Law Letter*: 4th Circuit Upholds Dismissal in South Carolina Discrimination Case
- Supreme Court Ruling Signals Death of Common-Law Marriage in South Carolina
- *South Carolina Employment Law Letter*: Open for Business: First Amendment Claims in the Public Sector
- *South Carolina Employment Law Letter*: Procedurally undone: SC injury case vaults from one forum to another

Education

J.D., University of Toledo, (1977)
B.A., Washington & Jefferson College, (1972)

Licensed In

Ohio, Pennsylvania, South Carolina

Admitted In

U.S. Supreme Court

U.S. Court of Appeals for the Fourth Circuit

U.S. District Court – South Carolina

U.S. District Court – Eastern District of Pennsylvania

Honors & Awards

- Named, *Chambers USA: America's Leading Lawyers for Business*, Labor & Employment (2017-2019)
- Recipient, Leadership in Law Award, *South Carolina Lawyers Weekly* (2016)
- *Best Lawyers in America* (2007-2020)
- Martindale-Hubbell AV Preeminent© Peer Review Rating
- *South Carolina Super Lawyers*, Employment & Labor (2008-2019)
- Named, Legal Elite of the Midlands, *Columbia Business Monthly* (2010)
- Recipient, McNair Leadership Award (2000)

Professional Associations

Board Member, Committee of 100, Central SC Alliance (2011-2015)

Past Chair, Labor & Employment Section, South Carolina Bar (2000)

Community Involvement

Board Member, Junior Achievement of Central South Carolina, Inc. (1996-2015) Chair Emeritus (2011-2012)

Experience

- Settled ADA class action lawsuit for payment of a nominal amount to plaintiffs in bet-the-company litigation
- Obtained summary judgment in class action race discrimination lawsuit with potential exposure in excess of \$100 million
- Served as counsel in SC Court of Appeals decision establishing factors to avoid treble damages and attorney fees in wage payment case
- Obtained Fourth Circuit opinion reversing U.S. District court finding of punitive damages
- Obtained jury verdict in favor of hospital in defamation claim by doctor, former chair of hospital's board of directors
- Obtained numerous jury verdicts in which individuals claimed major corporation discriminated against them
- Successfully defended "Batson" charge before Fourth Circuit Court of Appeals
- Successfully defended (jury verdict) in race discrimination, race harassment case
- Successfully defended (jury verdict) in sex discrimination, sex harassment, wage case

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