



## **Ronald D. "Scott" Williams**

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### **Services**

Employer Advising, Policies & Training, Employment Litigation, Labor & Employment, Labor Relations, OSHA, Wage & Hour, Whistleblowing, Retaliation and Compliance,

Scott practices in the Labor & Employment Law section, representing management and employers with respect to any and all labor and employment matters arising out of the workplace.

Scott has handled administrative charges, investigations and litigation involving matters arising under all federal and state labor laws and statutes.

Scott handles matters before the Department of Labor (Wage and Hour, OSHA, etc.), the Equal Employment Opportunity Commission (EEOC), and all state and federal courts. The subject matter of these cases and investigations includes the following: Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act, the Pregnancy Discrimination Act, the Equal Pay Act, the Civil Rights Act of 1991, the Fair Labor Standards Act, the Family and Medical Leave Act, the Americans with Disabilities Act, the Uniformed Services Employment and Reemployment Rights Act and any and all other federal statutes involving the employment relationship.

With respect to state matters, he handles claims/litigation involving matters relating to retaliatory discharge under the Workers' Compensation Act, discrimination claims under the Alabama Age Discrimination in Employment Act, and unemployment compensation claims.

Other state matters he handles include any and all tort claims in the employment context, including

wrongful discharge, tort of outrage, invasion of privacy, assault and battery, and negligent hiring/training/supervision.

He also prepares handbooks for clients and gives advice to employers with respect to all issues arising out of the workplace.

During law school, he served on the John A. Campbell Moot Court Board and was a member of Bench and Bar. He received several honors including the University of Alabama John England Award and an Academic Excellence Scholarship.

## **Publications**

- NLRB Confirms that Intermittent Strikes in Furtherance of an Unchanging Goal are Unprotected
- Burr Alert: It's Time to Comment on OSHA's Notice of Proposed Rulemaking
- Burr Alert: The Return of Wage & Hour Opinion Letters
- Burr Alert: OSHA Penalties to Increase in 2016
- Burr Alert: Guns-to-Work Bill Passed in Alabama

## **Education**

J.D., University of Alabama, (2007)

B.A., University of Notre Dame, (2004)

## **Licensed In**

Alabama, Tennessee

## **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

U.S. Court of Appeals for the Eleventh Circuit

Tennessee Supreme Court

## **Honors & Awards**

- Martindale-Hubbell AV Preeminent™ Peer Review Rating
- *Mid-South Super Lawyers* "Rising Star," Employment & Labor (2016-2019)
- *Birmingham Business Journal's* "Rising Stars" Lawyers of 2018

## **Professional Associations**

American Bar Association

National Bar Association

Alabama State Bar

Birmingham Bar Association

Magic City Bar Association

Defense Research Institute

## **Community Involvement**

Camp Fire Alabama, Junior Board, Member  
Alabama Appleseed, Board Member

## **Experience**

- Defense of pregnancy and disability discrimination, FMLA and retaliation claims against large automotive manufacturer; obtained summary judgment dismissal of all claims.
- Obtained summary judgment on religious discrimination and retaliation claims brought by former employee against insurance company.
- Defense of age discrimination suit filed against independent public agency; successfully obtained summary judgment dismissal of all claims.
- Obtained summary judgment on sexual harassment, retaliation and negligent training/supervision/hiring/retention claims brought by former employee against restaurant franchise.

## **Office Address**

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