



Employment Litigation

Our labor & employment team is capable of handling any employment litigation matter. We defend employers from a variety of industries in matters ranging from individual claims to the most complex class and collective actions involving dozens to thousands of employees.

We handle litigation matters related to:

- Collective bargaining agreement under Sec. 301 & hybrid claims
- Discrimination (age, disability, gender, and race)
- Employment & labor arbitrations
- Employment-related torts
- Employment class actions & collective actions
- ERISA
- Hostile work environment & harassment
- LMRA Sec. 303 claims
- Non-competition agreements & trade secrets
- OSHA citation & warrant-based litigation
- Partnership agreements
- Restraining orders
- Retaliation
- Strike injunctions
- Unfair labor practice & representation litigation
- Wage & hour
- Workers' compensation
- Wildcat strike damage claims

PROFESSIONALS

Jennifer "Ginger" M. Busby
John J. Coleman, III
William "Chip" Collins, Jr.
Meryl Cowan
Marcel L. Debruge
Matthew J. DeVries
Ronald W. Flowers
Cheri Turnage Gatlin
Jon M. Gumbel
Nafela H. Helou
H. Carlton Hilson
Melissa Azallion Kenny
William "Corky" Y. Klett, III
John M. Lassiter
G. Wade Leach
Michael L. Lucas
Emily H. Mack
Howard S. Marks
Frank McRight
Briana M. Montminy
Dent M. Morton
Brian C. Neal
Anna L. Scully
Matthew T. Scully
Bill Wasden
Amy Jordan Wilkes

Employment Litigation

Example of how we defend our clients in some of these areas:

Class, Collective, & Multi-Party Actions

Defend and resolve class, collective, and multi-party claims on behalf of employers.

EEOC Proceedings

Defend employers in litigation brought by the Equal Employment Opportunity Commission (EEOC) alleging discrimination and retaliation.

Non-Competition Agreements

Represent employers in seeking or defending against injunctive relief under such agreements.

OSHA

Represent employers in major OSHA litigation including cases involving willful citations, fatalities, warrant and citation proceedings, and whistleblower cases under OSHA 11(c). We litigate on behalf of employers in numerous industries including manufacturing, transportation, environmental, and construction.

Reductions in Force & Restructuring

Defend employers in employee downsizing litigation.

Wage & Hour

Defend employers in litigation brought under FLSA, claims of unpaid overtime pay, and employee misclassifications. We've successfully decertified numerous FLSA collective actions alleging unpaid overtime pay on behalf of employers in a variety of industries including manufacturing, food and beverage, transportation, and retail.

Workers' Compensation

Defend employers in workers' compensation disputes, including state law retaliatory discharge actions.

Ronald D. "Scott" Williams

Kathryn M. Willis

RELATED AREAS

Employer Advising, Policies & Training

Labor Relations

OSHA

Wage & Hour

Whistleblowing, Retaliation, & Compliance

Employment Litigation

Jury Trial Experience

In addition, our labor & employment team defends employers before juries. Our experience includes the defense of the first ADA case tried to a jury in Alabama and the leading case on reasonable accommodation. Our team has been involved in a variety of race and sex discrimination cases involving everything from simple misconduct to internet porn. Our attorneys also defend domestic automotive manufacturers as well as those from Europe and Asia.

Experience

- Successful Decertification of Nationwide Collective Action
11.01.2021

News

- “Is It Too Late To Implement Restrictive Covenants For My Current Employees?” StrategicCHRO360 Article, 11.02.2022
- “EEOC Updates Mandatory Poster, Adds QR Code for Filing Charges,” HR Dive Firm News, 10.24.2022

Events

- The Burr Morning Show Webinar - Will the Federal Trade Commission Succeed in Ending Non-Compete Clauses Between Employees and Employers?
Webinar, Online, 03.24.2023
- Co-Speaker, TDOT 2017 DBE Small Business Annual Meeting
Speaking Engagement, Franklin, Tennessee, 08.28.2017

Publications

- The National Labor Relations Board’s Return to So-Called “Micro-Bargaining-Units” and What it Could Mean for Employers
Article, 12.16.2022
- Eleventh Circuit District Court Finds Company Websites are Intangible Barriers Under ADA Title III
Article, 10.24.2022
- EEOC Releases Updated Employment Discrimination Poster
Article, 10.21.2022
- Department of Labor’s Notice of Proposed Rulemaking – Independent Contractor Classification Under the Fair Labor Standards Act
Article, 10.19.2022
- Burr Alert: Employment Law Changes in the Trump Administration
Articles / Publications, 12.19.2016