

## Richard J. Morgan

Partner

Columbia, SC  
(803) 753-3292  
[rmorgan@burr.com](mailto:rmorgan@burr.com)



Rick Morgan 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.

### 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
- Successfully defended "Batson" charge before Fourth Circuit Court of Appeals

### PARALEGAL/ASSISTANT

Paralegal

Melissa Oken  
(803) 753-3335  
[moken@burr.com](mailto:moken@burr.com)

Legal Practice Assistant

Valerie N. Hampton  
(803) 753-3899  
[vhampton@burr.com](mailto:vhampton@burr.com)

### CAPABILITIES

Labor & Employment  
Manufacturing  
Commercial Litigation  
Labor Relations

### 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

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- Obtained numerous jury verdicts in which individuals claimed major corporation discriminated against them
- Successfully defended (jury verdict) in sex discrimination, sex harassment, wage case
- Successfully defended (jury verdict) in race discrimination, race harassment case

## Honors & Recognition

- Named, *Chambers USA: America's Leading Lawyers for Business*, Labor & Employment (2017-2019)
- Recipient, Leadership in Law Award, *South Carolina Lawyers Weekly* (2016)
- Listed in *The Best Lawyers in America*® since 2007, Employment Law - Management since 2011, Labor Law - Management since 2011
- Martindale-Hubbell AV Preeminent® Peer Review Rating
- *South Carolina Super Lawyers*, Employment & Labor (2008-2022)
- Named, Legal Elite of the Midlands, *Columbia Business Monthly* (2010)
- Recipient, McNair Leadership Award (2000)

## News

- “The Hug-Worthy Way in which Rick Morgan Serves the Citizens of Columbia,” *South Carolina Super Lawyers Firm News*, 05.16.2022
- Ten Burr & Forman Attorneys Named 2022 South Carolina Super Lawyers and Rising Stars *Firm News*, 05.03.2022
- Rick Morgan Quoted by Law360 Discussing NLRB Handling of Starbucks Union Claims *Firm News*, 04.19.2022
- Nine Burr & Forman Attorneys Named 2021 South Carolina Super Lawyers and Rising Stars *Firm News*, 05.04.2021
- 16 Burr Forman McNair Attorneys Named to 2019 South Carolina Super Lawyers and Rising Stars *Firm News*, 04.04.2019

## Speaking Engagements

- Burr's Morning Show - October *Speaking Engagement, Webinar*, 10.22.2021
- South Carolina Telecommunications and Broadband HR Legal Update *Speaking Engagement, Columbia, South Carolina*, 11.13.2019
- Carolinas Manufacturing Labor & Employment Update (Burr Event) *Speaking Engagement, Burr Forman McNair Office, Greenville, SC*, 02.07.2019
- Association of Corporate Counsel South Carolina CLE *Speaking Engagement, Burr Forman & McNair; Columbia, SC*, 01.23.2019

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## Articles

- South Carolina Employment Law Letter: Employee fails to connect racial acts to adverse action  
Articles / Publications, 08.17.2022
- A Lurking Danger - Is Unionization Inevitable?  
Labor & Employment, 04.13.2022
- *South Carolina Employment Law Letter: 4th Circuit Breaks New Ground On Same-Sex Sexual Harassment Claims*  
Articles / Publications, 08.10.2021
- Inhumanity Exposed, Remedy Enhanced in 'Shocking' Involuntary Servitude Case  
Articles / Publications, 06.02.2021
- South Carolina Professor Loses Breach of Employment Contract Case  
Articles / Publications, 11.09.2020

## Civic Activities

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

## Professional Activities

- Board Member, Committee of 100, Central SC Alliance (2011-2015)
- Past Chair, Labor & Employment Section, South Carolina Bar (2000)