

K. Bryce Metheny

Partner

Birmingham, AL
(205) 458-5178
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Bryance is Chair of the firm's Labor and Employment practice group. For over 25 years, Bryance has focused his practice exclusively on labor and employment law. He represents employers of all sizes across the country in every aspect of the employment relationship. In addition to legal guidance, Bryance's clients look to him for practical and strategic advice about workplace management. He advises and counsels CEOs, GCs, and HR professionals on day-to-day decisions that improve employee relations, manage risk, and grow their businesses.

Bryance defends his clients in nationwide complex and class litigation. As lead counsel, he has litigated dozens of class claims under the Fair Credit Reporting Act, Title VII, the Americans with Disabilities Act, and the Fair Labor Standards Act, in addition to hundreds of individual employee disputes in state and federal court and arbitration. Bryance also focuses his practice on labor relations, and he has served as chief negotiator for numerous collective bargaining agreements with multiple unions, advises those unionized employers in day-to-day contract compliance, and represents them in grievance arbitrations. He works across industries, and Bryance has significant experience in manufacturing, multi-facility retail, banking, health care, and food service and distribution. His focus on these industries over his career has developed a skill set that includes training, counseling, auditing, and litigating in other employment-related areas like restrictive covenants and trade secrets, OSHA, leave management, and federal contract compliance.

As the son of a man who started a manufacturing business with one employee and grew it to an industry leader, Bryance knows how valuable problem-solvers are to a business. He approaches every engagement as an opportunity to help his client find a productive solution rather than act as a mere issue-spotter. Bryance strives to be a responsive business partner to every client

PARALEGAL/ASSISTANT

Paralegal

Laurie L. Sharitt
(205) 458-5336
lsharitt@burr.com

Legal Practice Assistant

Michelle Tucker
(205) 458-5189
mtucker@burr.com

CAPABILITIES

Beverage Services

Employer Advising, Policies & Training

Labor & Employment

Manufacturing

Labor Relations

Restaurant Services

OSHA

Wage & Hour

Franchise & Distribution

Class Action

EDUCATION

J.D., Samford University Cumberland
School of Law

B.A., University of Alabama at
Birmingham

LICENSED IN

Alabama

Georgia

Missouri

K. Bryce Metheny

he represents.

Tennessee

Texas

Honors & Recognition

- Named, *Chambers USA*, Labor & Employment (2013-2023)
- Listed in *The Best Lawyers in America*® Employment Law-Management since 2021, Labor Law-Management since 2021, Employment Law - Individuals since 2022, Litigation-Labor and Employment since 2021
- *Mid-South Super Lawyers*, Employment & Labor since 2016
- *Alabama Super Lawyers*, Employment & Labor (2011-2015)

News

- 58 Burr Attorneys Named to 2023 Mid-South Super Lawyers and Rising Stars List
Firm News, 11.28.2023
- Best Lawyers® 2024 Honors 242 Burr Attorneys, Including 17 "Lawyers of the Year"
Firm News, 08.17.2023
- 61 Burr & Forman Attorneys Ranked in 2023 Chambers USA
Firm News, 06.01.2023
- 63 Burr & Forman Attorneys Ranked in 2022 Chambers USA
Firm News, 06.03.2022
- Burr Launches Labor & Employment Podcast Series
Firm News, 09.02.2020

Speaking Engagements

- Burr Morning Show August
Speaking Engagement, Webinar, 08.25.2022
- Burr Morning Show - September 24
Speaking Engagement, 09.24.2021
- Webinar, International Sign Association, "The Biden Administration's Approach to the Employee-Employer Relationship: What Does It Mean for the Sign & Graphics Industry?"
Speaking Engagement, 02.23.2021
- Carolinas Manufacturing Labor & Employment Update (Burr Event)
Speaking Engagement, Burr Forman McNair Office, Greenville,

K. Bryce Metheny

SC, 02.07.2019

- 64th Annual Human Resources Management Conference
Speaking Engagement, Hilton Birmingham Perimeter Park Hotel; Birmingham, Alabama, 10.25.2018

Articles

- Five Things Employers Should Know About the FTC's Noncompete Proposal
Article, 05.02.2023
- Health Care E-Note November 2021
Articles / Publications, 11.16.2021
- Burr & Forman Represents AutoZone in Successful Decertification of Nationwide Collective Action
Firm News, 11.01.2021
- Labor & Employment E-Note October 2021
Articles / Publications, 10.21.2021
- Does the Second Pandemic Relief Bill Provide Any Relief to Employers with Employees Out of Work Due to COVID?
COVID-19, 12.22.2020

Professional Activities

- American Bar Association
- Alabama Hospitality Association
- Alabama Restaurant Association
- Tennessee Hospitality Association
- Board of Directors for the Tennessee Chamber of Commerce and Industry