

**Thomas W. Scroggins****Attorney**

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**Practice Areas**

Labor Relations - Management  
Litigation and Alternative Dispute Resolution  
Labor and Employment Litigation  
Trademarks, Trade Names, and Copyrights

Workplace Issues  
Intellectual Property Issues  
Software Publishing and Licensing

**Practice Emphasis**

Mr. Scroggins practices in the areas of labor and employment with a focus on representing employers in employee litigation, labor relation issues, and policy design including local, regional, national, and international businesses of all sizes from a few employees to thousands. Mr. Scroggins has represented clients in OSHA citations and proceedings, union avoidance strategies, unfair labor practice charges, and discrimination and harassment litigation. In the area of labor and employment law, he has represented clients before the National Labor Relations Board and assisted clients with retaliatory discharge claims.

Mr. Scroggins also represents software publishers in all phases of their business including commercial incensing, end-user licensing, and development issues. He also assists businesses in establishing and protecting their brand identities by registering and defending trademarks, and has successfully registered dozens of trademarks with the U.S. Patent and Trademark Office.

**Personal**

Tom is a native of Montgomery, Alabama, where he attended Alabama Christian Academy. Upon graduating from LSU he moved to Tuscaloosa, attended law school, and began clerking for Tanner & Guin where he has spent his entire career so far representing businesses in labor relations and intellectual property matters.

Tom brings a unique perspective to labor management relations because his father was a steward with the National Postal Mail Handlers' Union, and his grandfather was a member of the United Mine Workers of America in the Appalachian coal country of southern West Virginia. His ancestors were also involved in the Battle of Matewan - a violent coal miner's strike that occurred in 1920 in Mingo County, West Virginia, which eventually required the Governor to order the state police to retake control of Matewan. "Both sides of my family have deep roots in the American labor organization movement from its inception in the late 1800s through the struggle for organizational rights to the modern era where unions have become merely self-

perpetuating political organizations without purpose or benefit to the ordinary working man," Tom says.

In August 2012 Tom represented SouthFresh Aquaculture, LLC at its live catfish processing facility in Eutaw, Alabama, in a successful decertification of the United Food and Commercial Workers Local 1657 bargaining unit of over 100 employees. Five months later UFCW Local 1657 merged into and was consumed by the Retail, Wholesale and Department Store Union Mid South Council. Tom has also successfully negotiated collective bargaining agreements for a number of employers including Southern Heat Exchanger Corporation, a worldwide manufacturer of shell and tube heat exchangers located in Tuscaloosa, Alabama, and Houston, Texas.

Tom is married to Cassandra McKnight Scroggins and is the father of four children: Emily, Norah, John, and Shelby Scroggins. Emily, age 7, is a student at Tuscaloosa Magnet School. Norah, John, and Shelby are triplets born on 9/9/09 which became the subject of a front page article in The Tuscaloosa News. He enjoys traveling, hunting on his land in Coosa County, and looks forward to driving his desert racing truck in the Baja California peninsula for his 40th birthday in 2014.

### **Memberships**

- West Alabama Chamber of Commerce (Board of Directors)
- Society for Human Resource Management
- Tuscaloosa Human Resource Professionals (Legislative Committee, Chairperson)
- Exchange Club of Tuscaloosa (Board of Directors, 2005-2008; Chairperson of the Americanism Committee)
- Adopt-a-School Foundation (Steering Committee)
- SHRM Advocacy Team State Advisor
- The EDGE Center for Entrepreneurship & Innovation (Member, Board of Directors)

### **Professional Involvement**

- American Bar Association (Member, Sections of Intellectual Property, Labor and Employment Law [Member, EEOC Committee and State Labor & Employment Law Developments Committee], and Young Lawyers)
- Alabama State Bar (Member, Sections of Labor and Employment Law and Young Lawyers)
- Georgia State Bar
- Tuscaloosa County Bar Association
- Leadership Tuscaloosa (Class of 2008); Steering Committee (2012-13)
- General Counsel, Black Warrior Council of the Boy Scouts of America

### **Honors and Awards**

- Junior Editor, 1997-1998, and Articles Editor, 1998-1999 of *The Alabama Law Review*
- Winner of the 1998 Environmental Law Essay Contest
- Recipient of the 2008 "Professional of the Year" Award by the Tuscaloosa Human Resource Professionals

### **Publications**

- Author, "CERCLA Liability and Insurance Indemnity", *The Enlaw*, Fall 1998.
- Co-Author, "An Arizona Bill with an Alabama Twist - The Effort to Deter Illegal Immigration in the Deep South", *Alabama Defense Lawyers Association Journal*, Fall 2011.
- Co-Author, "State of Confusion: The Brief Life and Times of Alabama's Immigration Bill", *Alabama's Defense Lawyers Association Journal*, Spring 2012, Vol. 28, No.1.

### **Education and Professional Background**

Education: Louisiana State University (B.A., Mass Communication, 1996); The University of Alabama (J.D., magna cum laude, 1999)

Bar Association & Court Admissions: Admitted to bar, 1999, Alabama, 2001 Georgia. U.S. Court of Appeals, Eleventh Circuit; U.S. District Court, Northern District, Middle District, and Southern District of Alabama

### **Representative Clients**

- AFFLINK Incorporated
- Dragon Fly Athletics, LLC
- Greene Beverage, Inc.
- Henson's Cypress Inn and Let's Eat Diners
- The Locker Room of Montgomery, Inc.
- Northport Health Services, Inc.
- Northport Restaurant, Inc. d/b/a Northport Diner
- Pace Learning Systems, Incorporated
- Planit Solutions, Inc.
- Resource and Financial Management Systems, Inc.
- RaCON, Inc.
- Sealy Management Company, Inc.
- Sealy Realty Company, Inc.
- Southern Heat Exchanger Corporation
- SouthFresh Aquaculture, LLC
- Tuscaloosa Toyota
- Warrior Roofing Manufacturing, Inc.