



J. Trent Scofield

Of Counsel

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Trent Scofield is a labor lawyer with 25 years of experience representing management across a wide array of industries and employment settings.

A veteran advocate for management, Trent is a trusted employer advisor in addressing the ever-changing landscape of labor relations and workplace law.

Trent advises employers in representation elections, collective bargaining, arbitrations, and unfair labor practice proceedings before the NLRB. In addition to his traditional labor work, he also has extensive experience defending employers in FLSA collective actions, employment discrimination litigation, Department of Labor investigations, and enforcement of non-compete covenants.

Trent provides practical and business-oriented advice to human resources and corporate legal partners. A large part of his practice involves management training to educate supervisors regarding positive employee relations programs and compliance with the laws of the workplace.

Representative Matters

- Advised numerous employers in winning union representation elections in industries such as manufacturing, petroleum, retail, and transportation.
- Negotiated favorable collective bargaining agreements for organized employers in health care, manufacturing, mining and packaging.
- Defended a retailer in two nationwide FLSA exemption collective actions that lasted more than 10 years involving more than 5,500 store manager opt-in participants. Both actions decertified; one decertified during trial on the merits.
- Successfully represented an auto manufacturer in a USERRA disparate treatment and hostile work environment matter. Summary judgment was affirmed on appeal.
- Represented a construction company during the National Labor Relations Board's investigation of charges of unfair labor practices filed by a plumbers' union. Upon completion of the investigation, the union withdrew all charges.

Professional Honors & Activities

- AV[®] Preeminent[™] Peer Review Rated by Martindale-Hubbell
- Listed since 2011 in *The Best Lawyers in America*[®] in Employment Law - Management, Labor Law - Management, and Litigation - Labor & Employment
- Listed in *Mid-South Super Lawyers*, Employment and Labor (2016 – 2021)
- Listed in *Chambers USA: America's Leading Business Lawyers* in Labor & Employment (2008 – 2009)

Community Involvement

- Children's of Alabama Committee for the Future
- Advisory Board Member – Downtown YMCA
- Volunteer League Commissioner and Coach – Mountain Brook Athletics
- Member – Cahaba River Society



Publications

- "Round One Goes to the Company: Lessons Learned from Amazon's Union Organizing Drive" (April 2021)
- "Looking Good in the Deep South," *Southern Automotive Alliance* (July 2018)
- "Employer Best Practices in Corporate Wellness Plans," *Birmingham Business Journal*
- "Best Practices for Employers Looking to Craft a Dress Code Policy," *Birmingham Business Journal*
- "The New and Expanded Americans With Disabilities Act," *Alabama Lawyer*



Speaking Engagements

- "Tenth Annual Tennessee Hospitality & Tourism Association Law Symposium" (August 2021)
- "From Bullying to Sexual Harassment to Workplace Violence," Cumberland School of Law, Annual Employment Law Update (December 2019)
- "Fall Roundup, Recent Developments and Strategic Planning" (November 2019)
- "No Bullies Allowed – Protecting Your Workplace Culture" (August 2019)
- Faculty Member – "No Bullies Allowed," UT-Battelle's 8th Annual Labor & Employment Training Conference, Oak Ridge, Tennessee (August 2019)
- "NO BULLIES ALLOWED!" (June 2019)



Education

- The University of Alabama School of Law, J.D., 1994, magna cum laude
 - Order of the Coif
 - *Alabama Law Review*
- Rhodes College, B.A., 1991, cum laude



Admissions

- Alabama, 1994
- U.S. District Courts of Alabama
- U.S. Court of Appeals for the Fifth Circuit
- U.S. Court of Appeals for the Eleventh Circuit