



**K. Bryce Metheny // Partner**  
Labor & Employment

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**Bar Associations**

American Bar Association  
Alabama State Bar  
Georgia State Bar  
Tennessee State Bar  
Birmingham Bar Association

**Education**

J.D., Cumberland School of Law at Samford University  
B.A., University of Alabama at Birmingham

**About K. Bryce Metheny**

Bryance practices in the firm's Labor & Employment group and serves as the firm's Hiring Partner and Chair of its Recruiting Committee. Bryce focuses his practice on representing employers and management in all aspects of Labor & Employment law. He defends employers in litigation in both state and federal courts and before state and federal administrative agencies. Bryce also advises and assists employers in developing employment policies and procedures to govern the workplace. His practice embraces all matters involving employees in the workplace, including wage and hour issues, wrongful discharge, sexual harassment, invasion of privacy, employment discrimination and labor relations. Bryce has extensive experience handling litigation in all these areas, in addition to allegations of violations of the Americans with Disabilities Act, the Family and Medical Leave Act, enforcement of non-compete and non-solicitation agreements, OSHA violations, and matters within the jurisdiction of the Office of Federal Contract Compliance Programs. He has represented employers in matters before the National Labor Relations Board and in labor negotiations. Bryce has defended nationwide complex employment-related class actions and lawsuits throughout the United States and handled appeals to the Supreme Court of Alabama and United States Courts of Appeals.

Bryance lectures extensively throughout the Southeast on matters involving employment law. He has written numerous articles and published papers on the Fair Labor Standards Act, the interrelationship between the ADA, FMLA and workers' compensation laws and other

employment discrimination topics. He provides on-site training to employers and conducts employment-related audits of personnel practices and procedures.

Bryance is a member of the American Bar Association, the Alabama State Bar, the State Bar of Georgia, and the State Bar of Tennessee. Bryance is also admitted to practice before all U.S. District Courts of Alabama, Tennessee, Georgia and North Florida, and the U.S. Court of Appeals for the Eleventh Circuit.

Bryance received his B.A. in Political Science from the University of Alabama at Birmingham and his J.D. from Cumberland School of Law. During law school, he served as an editor for *The American Journal of Trial Advocacy* and was a Cordell Hull Teaching Fellow of Legal Research and Writing.

Byance Metheny's topic description:

Grippers, Whiners and Complainers....Will your treatment of a perpetual complainer put your business on trial? Who are we talking about? What legal problems are created by complainers? How do you reduce your company's exposure to legal liability? The summary and analysis I provide will describe the various conduct and activities that may provide legal protection to employers and provide suggestions for appropriate principles, policies and procedures to prevent the problems the chronic complainer can create.