

BIRMINGHAM

## Matthew W. Stiles

SHAREHOLDER



### Matt's Profile

Matt's unique talent stack encompasses a broad range of expertise in the laws affecting the workplace, including labor and union relations, employment litigation, employee benefits, and executive compensation, trade secrets and restrictive covenants, Service Contract Act and federal contract employer compliance, PEO and staffing industry law, and employment law for faith-based employers.

Matt has extensive experience counseling employers involved in federal and state agency investigations, including his on-going appointment as Deputy Attorney General to represent the State of Alabama's interests in litigation pending against a prominent state Commission. He has successfully resolved complex, multi-party and multi-jurisdictional labor negotiations on behalf of his clients. He regularly advises employers and benefits consultants in strategic employee benefit plan design, implementation, and compliance. PEO and staffing industry employers regularly engage Matt to advise them on all aspects of their business, including for consultation with and defense of their own clients.

Prior to joining Maynard Cooper, Matt was Associate Counsel for three years with a Fortune 500 bank, where he was responsible for the bank's labor, employment and employee benefits matters nationally. Matt is also an Adjunct Professor at the University of Alabama School of Law.

Matt's skills and reputation continually distinguish him as a leading labor and employment and benefits lawyer. Since 2008, he has been recognized by Chambers USA: America's Leading Lawyers for Business as a leading practitioner in the area of Labor and Employment. In 2018, 2019, and again in 2020, he was selected as the exclusive recipient in the State of Alabama for the Lexology Client Choice Award for Employment & Benefits Law, a selection made by in-house general counsel recognizing lawyers who add value to clients' business above and beyond others in the market. In addition, Matt is consistently recognized by The Best

### Contact

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### RELATED INDUSTRIES/SERVICES

[Employee Benefits & Executive Compensation](#)  
[Labor and Employment](#)  
[Non-Competes, Unfair Competition, and Trade Secrets](#)  
[Government Solutions Group](#)  
[Banking](#)  
[Banking and Financial Services](#)

Lawyers in America® and Super Lawyers, in which he has been included among the Top 50 Lawyers in Alabama since 2014. In October 2021, Matt was inducted to serve as President of the Alabama State Bar's Labor & Employment Section.

## Matt's Experience

- Appointed as Deputy Attorney General to represent the State of Alabama's interests in litigation pending in federal and state courts against a prominent state Commission
- Representation of a nationwide network of employee benefits brokers and consultants regarding strategic plan design and Affordable Care Act compliance
- Defended Region 4 (Philadelphia) National Labor Relations Board petition by the Jersey Nurses Economic Security Organization ("JNESO"), District Council 1, IUOE, attempting to organize licensed practical nurses who were statutory supervisors under Section 2(11) of National Labor Relations Act, and secured the Union's withdrawal of the petition prior to pre-election hearing
- Served as lead negotiator and counsel to a multinational government services contractor in acquisition-related effects bargaining with the Machinists Union that resulted in elimination of pension plan benefits
- Served as labor counsel and lead negotiator to a federal contractor operating at NASA's Marshall Space Flight Center regarding its labor contracts with the International Association of Machinists and the local Building Trades Council
- Defended an Alabama nursing home in a 10-plaintiff Title VII, age discrimination, and retaliation suit that resulted in the award of 10 individual summary judgment opinions in favor of the nursing home

## Matt's Awards

- Chambers USA, Leading Practitioner in Labor and Employment Law (2008-present)
  - Lexology Client Choice Award in Employment & Benefits Law, exclusive winner for Alabama (2018, 2019, and 2020)
  - The Best Lawyers in America® for Employment Law: Management, Labor Law: Management, Litigation: Labor and Employment (2012-present)
  - Mid-South Super Lawyers for Employment and Labor Law (2016-present)
  - Super Lawyers "Top 50 Lawyers in Alabama" (2014 - Present)
  - B-Metro, Selected as a Top Attorney (2020)
  - Alabama Super Lawyers "Rising Star", Employment & Labor (2009-2012); Employment & Labor (2013-2015)
  - American Bar Foundation, Fellow
  - Birmingham Business Journal "Top 40 Under 40" (2008)
  - Martindale-Hubbell AV® Preeminent Rating
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## Matt's Affiliations and Civic Involvement

### Affiliations

- American Bar Association
- Alabama State Bar Association, President of the Labor & Employment Section (2021-2022)
- Birmingham Bar Association

### Civic Involvement

- Birmingham Kiwanis
- American Cancer Society of Central Alabama, Board Member (2008-2019); Life Inspiration Awards Chairman (2011-2013)
- Coastal Conservation Association, Birmingham Chapter, Board Member (2005-present)
- Ducks Unlimited, Birmingham Chapter, Board Member (2005-2014); Chairman (2006-2009)
- UAB College of Arts & Sciences Dean's Leadership Council (2011-2013) Leadership UAB (2010)
- Birmingham Museum of Art Junior Patrons, Board Member (2003-2008); President (2006-2008)
- City of Mountain Brook Tree Commission, Commissioner (2004-2008)
- United Way of Central Alabama, Visiting Allocation Team Member (2008)
- Alabama Certified Master Gardeners (2001-present)

## Bar Admissions

State Bar: Alabama, Tennessee

U.S. District Court: Colorado, Tennessee (Eastern, Middle, Western), Texas (Southern)

U.S. Court of Appeals: Eleventh Circuit

U.S. Supreme Court

## Education

- University of Alabama School of Law
  - (2001, J.D., Alabama Law Review; Philip C. Jessup International Moot Court Team; John A. Campbell Moot Court Board)

- University of the South (Sewanee)
  - (1998, B.A.)