



Alfred H. Perkins, Jr.

PARTNER

100 Brookwood Place
7th Floor
Birmingham, AL 35209

P: 205-868-6024
F: 205-868-6099
aperkins@starneslaw.com

ABOUT ALFRED

Alfred has practiced with Starnes since 1998 and is on the firm's Executive Committee.

Alfred is an experienced trial lawyer, litigator, and counselor, and he excels at assisting clients to address and solve legal challenges. Alfred's practice has been devoted to representing and defending employers, businesses, professionals, and governmental entities in civil litigation primarily in the areas of employment discrimination, wage and hour, complex litigation, commercial disputes, product liability, legal malpractice, governmental liability, and wrongful death/catastrophic injury. He has represented public and private entities in both federal and state courts, agency proceedings, and arbitrations. Alfred has defended manufacturers, restaurants, universities, financial institutions, municipalities, insurers, retailers, and professionals among his clients. He also performs investigations and provides training and counseling for employers.

Alfred is a trained mediator and is on the Panel of Neutrals for the Northern District of Alabama.

Legal Assistant

Jan Myers
jmyers@starneslaw.com

Areas of Practice

Arbitration
Contract / Non-Compete
Commercial Disputes
Complex Litigation
Counseling and Training
Employment Discrimination
Governmental
Labor & Employment
Labor Law
Products Liability
Wage and Hour
Wrongful Death / Catastrophic
Injury

EDUCATION

J.D., University of Alabama (1998)
B.S., Mississippi State University (1993)

COURTS

U.S. Court of Appeals, 11th Circuit
U.S. District Court, Middle District of
Alabama
U.S. District Court, Northern District of
Alabama
U.S. District Court, Southern District of
Alabama

BAR ADMISSIONS

Alabama

ACCOLADES



Starnes Davis Florie LLP

PROFESSIONAL RECOGNITION

Listed in Best Lawyers in America® for Labor & Employment Litigation

Named "Litigation Star" in Benchmark Litigation

Top Leading Litigator by Chambers USA

Litigation Counsel of America Trial Lawyer Honorary

Appointed Chair of the Employment Law Committee of the International Association of Defense Counsel

EXPERIENCE HIGHLIGHTS

Obtained a jury verdict for an international lumber company after a week-long trial against claims of race discrimination and violation of the Family and Medical Leave Act.

Obtained full summary judgment in favor of our clients, an oncology practice, its President, and one of its physicians, dismissing claims of defamation and wantonness.

Eleventh Circuit affirmed summary judgment in favor of a national retailer where the plaintiff claimed an alleged defect in the threshold of a doorway caused her injuries.

Obtained defense verdict in a federal jury trial in favor of a store owner where a customer alleged the premises were unreasonably dangerous due to the manner in which a heavy box was shelved.

Obtained defense verdict in a federal jury trial in federal court in favor of a city in a case involving an allegation of gender discrimination in promotion.

Eleventh Circuit affirmed dismissal of FLSA and state law claims and grant of summary judgment as to Rehabilitation Act claim asserted by former city employee.

Obtained arbitration ruling in favor of manufacturer employer on former employee's claim that his termination was in violation of a collective bargaining agreement.

Obtained summary judgment on behalf of city, Mayor, Fire Chief and Fire Captain in claim asserted by firefighter alleging violation of his First Amendment rights when he was suspended for social media posts.

Obtained summary judgment on behalf of employer in claims asserted by former employee under the Family Medical Leave Act, in which employee alleged the employer interfered with his rights under the FMLA and retaliated against him by terminating him under an attendance policy for absences that the employee claimed should have been covered/excused by the FMLA.

Obtained dismissal of a complaint filed by former employee of railroad tie manufacturer alleging that employer terminated her in retaliation for her opposition to an alleged hostile work environment.

Eleventh Circuit affirmed summary judgment in favor of university in a case where a terminated professor alleged discrimination based on national origin.

Obtained summary judgment in favor of all-terrain vehicle manufacturer in product liability litigation where Plaintiff alleged he sustained burn injuries to his feet while riding an ATV.

Obtained defense verdict in state court trial for manufacturer in warranty litigation involving an all-terrain vehicle.

PRESENTATIONS AND PUBLICATIONS

Algorithmic Bias: The Law's Newest Frontier and How it Affects Litigation and Your Firm, International Association of Defense Council (IADC) Midyear Meeting, February 28, 2019

Prognostications into the Future of HR under a Trump Administration, Birmingham Society for Human Resource Management, December 14, 2016

The Impact of HR Investigations on Litigation, November 1, 2016

Social Media and Employment Law, University of Alabama's Employment Law Update CLE, December 17, 2015

Professionally Interacting with Alabama's Courts - Practical Advice for the New Lawyer, CLE Sponsored by Circuit Court Judges Eugene R. Verin and Annetta H. Verin, and the Alabama Lawyers Association, June 20, 2014

Individual Capacity Claims Against Government Employees, National Business Institute Seminar, Legal Issues Involving Local Governments, July 30, 2013

Lessons Learned from Mock Depositions, HR Counsel Meeting, Ashville, NC, April 20, 2013

Employer's Liability for Workplace Violence, Managing Violence in the Workplace Seminar, Samford University, April 12, 2013

Common Liability Issues, Police Liability Seminar, October 2011

COMMUNITY INVOLVEMENT

Alfred is an active member of his church, serving in the worship ministry, the photography ministry, and the technical arts ministry.

Alfred currently serves on the Board of Directors of the HUB Community Development Corporation, which is a church-affiliated entity whose mission is to develop dynamic neighborhoods, revitalize communities and improve the quality of life for residents in Jefferson County, Alabama.

Alfred also serves on the Board of Directors of Music City Youth in the Arts, Inc., a Tennessee non-profit which operates Music City Drum Corps.

Alfred formerly served as President of the Board of Directors for a church-affiliated daycare.

Alfred has served as an adjunct professor of Trial Advocacy at the University of Alabama School of Law. He has also served as President of the Band Boosters organization at Spain Park High School and as a member of the scholarship committee of the Magic City Bar Association.

FUN FACTS

Alfred served as Attorney General of the Mississippi State University Student Association. He was also elected a Senator of the MSU SA. During his time at MSU, Alfred was a member the Road Runners (student recruiters), Black Voices Gospel Choir, and the Famous Maroon Band (trombone), as well as held part-time jobs as a Resident Assistant, Library Assistant and Campus Telephone Operator.

Alfred was initiated into Phi Beta Sigma Fraternity, Inc. at Mississippi State University. He remains a proud and active member of the fraternity through a Birmingham graduate chapter.

While at the University of Alabama School of law, Alfred served for 3 years on its Honor Court.

DISCLAIMER: The following language is required by the Alabama Rules of Professional Conduct: No representation is made that the quality of legal services to be performed is greater than the quality of legal services performed by other lawyers.