



Principal, Birmingham

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Shannon L. Miller is a principal in the Birmingham, Alabama, office of Jackson Lewis P.C. She is experienced in all aspects of employment litigation, including multi-plaintiff and class action claims.

Shannon also regularly provides counsel, planning and defense to clients on affirmative action compliance and OFCCP audits.

During the pandemic when vaccines first became available, Shannon Miller helped guide clients through the maze of federal, state, and municipal regulations surrounding vaccine requirements. Shannon also assisted clients in implementing corporate vaccine policies, as well as processes for allowing religious and medical exemptions to the vaccine requirements. In the aftermath of the pandemic, Shannon has handled numerous challenges to the vaccine policies, included a jury trial ending in a defense verdict in California federal court in March of 2024. Shannon has conducted close to ten union arbitrations regarding vaccines and has an active case load, including vaccine class actions, across the country.

While attending law school, Shannon was a member of the *Alabama Law Review* and the Jessup Moot Court Team. Following law school, she served as judicial law clerk to the Honorable James H. Hancock, United States District Judge, Northern District of Alabama.

## Practices

- Government Contractors
- Manufacturing
- Affirmative Action, OFCCP and Government Contract Compliance
- Class Actions and Complex Litigation
- Employment Litigation
- Pay Equity
- Retail
- Corporate Diversity Counseling

## Education

- University of Alabama School of Law, J.D. 1997
- University of Florida, B.A. 1993

## Admitted to Practice

- U.S. Supreme Court 2004
- 10th Circuit Court of Appeals 2009
- 11th Circuit Court of Appeals 2000
- Alabama - M.D. Ala. 1998
- Alabama - N.D. Ala. 1998
- Alabama - S.D. Ala. 1999
- Florida - N.D. Fla. 2012
- Alabama 1997

## Honors and Recognitions

- *The Best Lawyers in America*®, “Employment Law – Management” (2013-present) and “Litigation – Labor and Employment” (2014-present)
- Recognized by *AVVO* as one of the Women Leaders of the Birmingham Bar (2015)
- *Birmingham Business Journal*, “Top 40 Under 40” (2010)
- *Chambers USA*, “Labor & Employment” (2017-2019)
- *Mid-South Super Lawyers*®, “Rising Stars” (2010, 2012) and “Super Lawyers” (2014-present)

## Pro Bono and Community Involvement

- Birmingham Kiwanis Club
- National Industry Liaison Group Birmingham and Tennessee Valley Chapters