

## Celeste R. Yeager

Shareholder

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### Focus Areas

Affirmative Action/OFCCP Compliance  
Litigation and Trials  
Discrimination and Harassment  
Labor Management Relations  
Occupational Safety and Health

### Overview

Celeste Yeager maintains a vibrant labor and employment practice litigating and consulting on behalf of management regarding a variety of employment topics. She defends employers against labor and employment law claims, including helping federal contractors with compliance efforts. Celeste has prepared hundreds of AAPs and led dozens of audits, including both desk and on-site audits. She has worked with both public and private companies, including smaller operations and multi-state employers.

Her practice also includes consulting and litigating on behalf of clients on a range of HR and compliance issues, including:

- Title VII of the Civil Rights Act
- The Equal Pay Act
- The Family and Medical Leave Act (FMLA)
- The Americans with Disabilities Act (ADA)
- Wrongful discharge

This broad experience allows Celeste to give practical, “real life” advice regarding the implementation of policies, procedures and affirmative action plans across the spectrum, from recruiting and obtaining applicant data through the termination of protected employees, helping to identify not only potential risks that could generate an Equal Employment Opportunity Commission (EEOC) Charge, but could also create areas of underutilization or a red flag to the

Office of Federal Contract Compliance Programs (OFCCP). Her goal in assisting clients is to add value to the process by taking each client's unique business practicalities into consideration while placing the client in the best possible position to prevent and/or defend its employment decisions.

A skilled litigator, Celeste has successfully secured numerous defense verdicts in court for her clients, including:

- An oil and gas company whose former president claimed a breach of his employment agreement
- Workers compensation retaliation lawsuit at a waste management company
- Race and gender discrimination lawsuit filed by multiple former employees at a convenience store
- Sarbanes-Oxley whistleblower lawsuit filed against a securities investment firm

Celeste has also prevailed on summary judgment for her clients in the following types of cases:

- Lawsuit alleging sex harassment, rape, and racketeering – harboring illegal aliens to depress the market wages for a hotel chain
- Sex harassment and rape case at a retail company
- Sarbanes-Oxley whistleblower lawsuit for a restaurant and gaming complex
- Lawsuit alleging Family and Medical Leave Act violations at an electronics manufacturer

Celeste routinely advises and consults with clients about human resource policies and procedures. She provides management training on various employment-related topics, from anti-harassment to union avoidance. She also maintains an active traditional labor practice representing clients, both unionized and non-unionized, before the National Labor Relations Board.

Celeste is board certified in labor and employment law by the Texas Board of Legal Specialization and a graduate of the Leadership Arts Institute, a program of Business Council for the Arts.

## Professional and Community Affiliations

- Member, Urban Armadillos
- Member, The Cornell Institute for Hospitality Labor and Employment Relations, 2013 - present
- Member, Labor and Employment Law Section, State Bar of Texas
- Member, Attorneys Serving the Community
- Co-Chair, VIP Reception and Silent Auction, Attorneys Serving the Community, 2011
- Director and President, Fine Arts Chamber Players, 2006-present

## Recognition

- Named, The Best Lawyers in America®, 2014-2025
- Named, Super Lawyer, Texas, *Super Lawyers*, 2014-2016
- Named, Rising Star in Employment & Labor, Texas, *Super Lawyers*, 2005, 2007-2008, 2011-2013

## Education

J.D., Baylor University School of Law, 1996

B.A., Baylor University, 1995

## Bar Admissions

Texas

## Courts

U.S. Court of Appeals, 5th Circuit

U.S. District Court, Northern District of Texas

U.S. District Court, Eastern District of Texas

U.S. District Court, Western District of Texas

U.S. District Court, Southern District of Texas

## Publications & Press

### **Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers**

*Littler Press Release*

August 19, 2021

### **Biden Increases Minimum Wage and Phases Out Tip Credit for Federal Contractors**

*Littler ASAP*

April 28, 2021

### **Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers**

*Littler Press Release*

August 20, 2020

### **Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year**

*Littler Press Release*

August 15, 2019

### **Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers**

*Littler Press Release*

August 15, 2018

### **Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers**

*Littler Press Release*

August 17, 2017

**The Best Lawyers in America© Honors More Than 180 Littler Lawyers in Its 2017 Edition**

*Littler Press Release*

August 16, 2016

**Littler Attorneys Recognized in the Best Lawyers in America© 2016 Edition**

*Littler Press Release*

August 18, 2015

**Littler Attorneys Included in the Best Lawyers in America© 2015 Edition**

*Littler Press Release*

August 18, 2014

**The REIT Stuff: Dallas GC Rides Out Recession on Real-Estate Roller Coaster**

*Texas Lawyer*

January 9, 2014

**Littler Increases Attorney Ranks in Dallas with the Addition of Celeste R. Yeager**

*Littler Press Release*

October 21, 2013

**NLRB Expanding Employees' §7 Rights**

*Texas Lawyer*

June 3, 2013

**Are Religious Quotes in Emails Too Far?**

*HospitalityLawyer.com*

July 2012

**Are Religious Quotes in Emails Too Far?**

*HotelNewsNow.com*

June 27, 2012

**Employers Should Keep a Close Eye on Obama's Recess Appointments to NLRB and EEOC**

*Firm Publication*

April 27, 2010

**Pending Legislation Could Impact Employers**

*Texas Lawyer*

August 3, 2009

**EEOC Charges: Handling the Increase**

*Texas Lawyer*

May 11, 2009

**Addressing the Employee Free Choice Act**

*Firm Publication*

November 5, 2008

**Wait Staff Tip Pooling Giving Rise to Lawsuits**

*Firm Publication*

February 2007

**Lessons Learned in the Wake of "A Day Without Immigrants"**

*Firm Publication*

July 2006

**U.S. Supreme Court Rules That Numerosity is Not a Jurisdictional Issue**

*Firm Publication*

April 2006

**Supreme Court Rejects Reverse Age Discrimination Claims**

*Firm Publication*

July 2004

**Employer Rights and Obligations under the FMLA**

*DRI - The Voice of the Defense Bar*

November 1998

**The State of Employer Liability for Sexual Harassment Claims after Ellerth and Fagher**

*DRI - The Voice of the Defense Bar*

Summer 1998

**Speaking Engagements**

**#WhyWomenLeave**

Littler Executive Employer Conference, Phoenix, AZ

May 10, 2023

**Hospitality Roundtable**

August 28, 2020

**Navigating the DOL's Proposed Regulations on Tip Pools and Dual Jobs in the Hospitality Industry**

November 15, 2019

**Nashville Regional Roundtable**

Cornell Center for Innovative Hospitality Labor and Employment Relations

October 4, 2019

**Tips on Tips: Keeping Up with Changes on Handling the Tip Credit, the 80/20 Rule and Service Charges**

September 12, 2019

**2019 Dallas Regional Employer Conference**

Dallas, TX

July 18, 2019

**Federal Contractor Roundtable**

2019 Littler Executive Employer Conference, Phoenix, AZ

May 8, 2019

**One Year After #MeToo: The Legal Fallout and What's To Come**

Dallas, TX

March 19, 2019

**Pay Equity Compliance: How to Advise Your C-Suite and Safeguard Your Company**

Dallas Employer Conference

July 19, 2018

**50 Legal Tips in 50 Minutes**

National HR in Hospitality Conference & Expo, Las Vegas, NV

March 6, 2018

**Bonus LAW Roundtable 1**

National HR in Hospitality Conference & Expo, Las Vegas, NV

March 6, 2018

**EEOC Update**

National HR in Hospitality Conference & Expo, Las Vegas, NV

March 5, 2018

**Labor Law Update: From Goal Line to Goal Line or 40-Yard Line to 40-Yard Line?**

Sixth Annual Hotel and Lodging Legal Summit, Washington, D.C.

October 26, 2017

**W-2 or 1099? Employee and Independent Contractor Issues – Views from the Government and the Private Sector**

ABA Joint Committee on Employer Benefits

May 25, 2017

**8th Annual Cornell University Executive Summit**

11th Annual HR in Hospitality Conference & Expo, Las Vegas, NV

March 29, 2017

**You Know the Law – How Do You Put It on Paper?**

11th Annual HR in Hospitality Conference & Expo, Las Vegas, NV

March 28, 2017

**50 Legal Tips in 50 Minutes**

11th Annual HR in Hospitality Conference & Expo, Las Vegas, NV

March 28, 2017

**Employment Law Update**

11th Annual HR in Hospitality Conference & Expo, Las Vegas, NV

March 27, 2017

**50 Legal Tips in 50 Minutes**

10th Annual HR in Hospitality Conference & Expo, Las Vegas, NV

March 15, 2016

**Employment Law Update/New Supreme Court Cases**

10th Annual HR in Hospitality Conference & Expo, Las Vegas, NV

March 14, 2016

**Mental and Chronic Health Issues – An Employer’s Responsibility?**

9th Annual National Conference & Expo - HR in Hospitality, Las Vegas, NV

March 17, 2015

**50 Legal Tips in 50 Minutes**

9th Annual National Conference & Expo - HR in Hospitality, Las Vegas, NV

March 17, 2015

**Labor & Employment Law Update: Key Issues Facing Business in 2015**

Human Resource Section - Association of Law Firm Administrators, Dallas Chapter

January 27, 2015

**Labor and employment law: a key issue facing business in 2015**

Metroplex Technology Business Council, Richardson, TX  
January 21, 2015

**Labor and Employment Law Roundtable**

Thirteenth Annual Labor & Employment Law Roundtable - Cornell Institute for Hospitality Labor and Employment Relations, Ithaca, NY  
September 7-8, 2014

**Employment Law Update**

Dallas, TX  
May 20, 2014

**50 Legal Tips in 50 Minutes**

Las Vegas  
April 29, 2014

**EEOC Update: Retaliation and What's New**

Las Vegas  
April 28, 2014

**50 Legal Tips in 50 Minutes**

8th Annual National HR in Hospitality Conference & Expo - Cornell Institute for Hospitality Labor and Employment Relations, Las Vegas, NV  
April 28-30, 2014

**Sexual Harassment 2013 – What Must an Employer Do To Comply With Ellerth and Does Ellerth Matter Anymore?**

Labor and Employment Law Roundtable, The Center for Hospitality Research - Cornell University School of Hotel Administration, Ithaca, NY  
May 6, 2013

**Internal Investigations & HR Audits**

5th Bi-Annual Labor and Employment Law Conference - Federal Bar Association, New Orleans, LA  
May 3, 2013

**The Hard Part of Recruitment Isn't the Search – Compliance in Hiring**

7th Annual National HR in Hospitality Conference & Expo - Cornell Institute for Hospitality Labor and Employment Relations, Las Vegas, NV  
March 11-13, 2013



**Labor and Employment Law Roundtable**

The Center for Hospitality Research - Cornell University School of Hotel Administration, Ithaca, NY  
May 2010-2012

**Effectively Responding to Union Organizing and Influence**

6th Annual National HR in Hospitality Conference & Expo - Cornell Institute for Hospitality Labor and Employment Relations, San Francisco, CA  
February 27, 2012

**Preparing for an Increase in Discrimination Charges**

Association of Legal Administrators, Houston Chapter, Houston, TX  
November 2011

**Class Action – A Case Study of Ethical Dilemmas**

Firm Presentation, Dallas, TX  
June 2, 2011

**HR Legal Experts Roundtable**

5th Annual National HR in Hospitality Conference & Expo - Cornell Institute for Hospitality Labor and Employment Relations, Washington, D.C.  
April 4-6, 2011

**Ethical Issues in Social Networking**

Firm Presentation, Dallas, TX  
June 2010

**The Obama Watch**

Firm Presentation, Dallas, TX  
June 2009

**Employment Law in the Obama Administration**

Bench Bar Conference - Austin Bar Association, Austin, TX  
May 2009

**Employment Law Update**

Dallas Hotel Conference, Dallas, TX  
November 2006-2007

**Disabilities and Accommodations Under the ADA – New Developments**

Employer-Side Employment Law Seminar - University of Houston Law Foundation, Dallas & Houston, TX  
December 2003 and 2005

## Books & Book Chapters

- Counseling Employers Throughout the OSHA Investigation Process to Provide the Best Possible Opportunity to Avoid and Appeal Citations, *Complying with the Occupational Safety and Health Act: Leading Lawyers on Navigating OSHA Investigations and Developing Successful Compliance Strategies (Inside the Minds)*, Thomson Reuters/Aspatore, author, 2012