

Charles H. Wilson

Shareholder

1301 McKinney Street
Suite 1900
Houston, TX 77010
main: (713) 951-9400
direct: (713) 652-4737
fax: (713) 951-9212
chawilson@littler.com



Focus Areas

Wage and Hour
Unfair Competition and Trade Secrets
Discrimination and Harassment
Leaves of Absence and Disability Accommodation
Energy
Hospitality
Healthcare
Retail

Overview

With more than 20 years of employment litigation experience, Charles H. Wilson focuses his practice on representing national and international companies in cases involving discrimination and harassment claims, wage and hour violations, whistleblowing and retaliation, breaches of contract and misappropriation of trade secrets. Charles also guides employers in conducting single-employee and mass layoffs, disciplining employees, providing intermittent FMLA and ADAAA workplace accommodations, wage and hour law compliance, and conducting investigations of discrimination and harassment complaints. His areas of concentration include:

- Class and collective wage and hour actions
- Employee raiding and non-compete cases
- FMLA leave and ADAAA litigation
- Litigation and trials

Charles, who is Board Certified in Labor and Employment Law by the Texas Board of Legal Specialization, has an impressive track record of defending employers in a range of employment-related matters, including:

- Winning summary judgments on behalf of national logistics company and community services organization in separate age discrimination cases where a number of the decision makers made ageist remarks
- Winning two summary judgments for national logistics company based on the Motor Carrier Exemption in subsequent FLSA collective actions despite the fact that plaintiffs did not actually load or drive trucks in interstate assignments
- Winning TRO and securing temporary injunction in non-compete case on behalf of an international information technology solutions company against a former employee and the employee's new employer
- Winning TRO and securing a permanent injunction using the inevitable disclosure theory on behalf of an international pharmaceutical compounding company against a former employee
- Jury trial defense verdict on behalf of national jewelry chain in racial profiling case where the plaintiffs utilized "testers" to corroborate discriminatory practices
- Trying to jury verdict breach of change in control agreement on behalf of national plumbing company
- Defense of national nursing home company in jury trial of race discrimination and retaliation claims pursued by former director of human resources
- Defense of energy services company in hybrid class and collective wage and hour actions in Texas and Illinois

Professional and Community Affiliations

- Member, Labor and Employment Section, American Bar Association
- Member, Labor and Employment Section, State Bar of Texas
- Member, Labor and Employment Section, National Bar Association
- Member, Labor and Employment Section, Houston Bar Association, Chair, 2016-2017
- Member, Greater Houston Black Chamber (GHBC)

Recognition

- Named, Super Lawyer, *Super Lawyers*, 2011-2018
- Named, Rising Star, *Super Lawyers*, 2005, 2007-2009
- Named, Recognised Practitioner, *Chambers USA*, 2019
- Named, America's Leading Lawyers for Business, *Chambers USA*, 2016

Education

J.D., Texas Southern University, Thurgood Marshall School of Law, *cum laude*

B.A., University of Connecticut

Bar Admissions

Texas

Courts

U.S. Court of Appeals, 5th Circuit
U.S. District Court, Northern District of Texas
U.S. District Court, Southern District of Texas
U.S. District Court, Eastern District of Texas
U.S. District Court, Western District of Texas
U.S. District Court, District of Colorado
U.S. District Court, Southern District of Illinois

Publications & Press

The History and Importance of Juneteenth

Littler Podcast

June 16, 2021

Littler Ranked in 2019 Chambers USA Guide

Littler Press Release

April 25, 2019

Littler Adds Experienced Litigator Charles H. Wilson in Houston

Littler Press Release

March 8, 2018

Racism, Sexism at Protests, on Social Media an Employer Headache

My San Antonio

September 05, 2017

Politics at Work

Politics at Work

January 2017

Garland on the High Court: What It Could Mean for Employers

Law360

April 26, 2016

When Employee Ranking Systems Become A Legal Liability

Law360

April 1, 2016

Confront Employees Who Perpetrate Domestic Violence

SHRM Online

October 8, 2014

Lawsuit Challenges Limits on What Employees Can Say on Social Media

Houston Chronicle

August 27, 2014

Speaking Engagements

Defeating Bias and Achieving Inclusion at Work

November 12, 2020

Human Resources Horror Stories

Houston, TX

November 13, 2019

Wage and Hour Mistakes Employers Still Make (and Some New Challenges)

2018 Houston Employer Conference

August 8, 2018

Restrictive Covenants and Proprietary Information: Avoiding Pitfalls, Recent Legal Developments and Consideration of Arbitration as a Lower-Cost Alternative

Littler Executive Employer, Phoenix, AZ

May 3, 2018

From Harvey Weinstein to ... Who's Next? Preventing Harassment in the Workplace and What to Do When Claims are Made

Houston, TX

April 19, 2018

The Interplay of ADA, PDA, FMLA and Worker's Compensation Laws

American Conference Institute, 26th Annual Conference on Employment Practices Liability Insurance

January 29, 2018

Labor & Employment Law Update: 2017 in Review and a Look Ahead to 2018

Gallagher Bassett

December 7, 2017

Department of Labor's Proposed Rules

Brazos Valley-SHRM

2016

Legalized Marijuana and Bringing Concealed Handguns to the Workplace

American Conference Institute, 24th Annual Conference on Employment Practices Liability Insurance

January 28, 2016

Winning Opening Statements and Closing Arguments

University of Texas School of Law, 2015 Trial Skills Training Camp

2015

Hot Issues in Employee Raiding Cases-Enforcing Non-Competes and Protecting Trade Secrets

Texas Lawyer, In-House Energy Summit

2015

Books & Book Chapters

- *The Family Medical Leave Act*, Second edition, American Bar Association, Contributing author, 2017