



John F. McCarthy

Special Counsel

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Focus Areas

Litigation and Trials
Labor Management Relations
Unfair Competition and Trade Secrets
Whistleblowing and Retaliation

Overview

For more than 40 years, John F. McCarthy has exclusively represented employers in virtually every aspect of the employee-employer relationship, appearing on behalf of management before state and federal courts in more than 100 bench and jury trials, the National Labor Relations Board, the Equal Employment Opportunity Commission, the Occupational Safety and Health Administration, and the Department of Labor Wage and Hour Division. He has specific experience with:

- Title VII of the Civil Rights Act
- The Age Discrimination in Employment Act
- The Americans with Disabilities Act
- The Family and Medical Leave Act
- The National Labor Relations Act
- The Fair Labor Standards Act
- AIR 21 – Wendell H. Ford Aviation and Reform Act

Board certified in labor and employment law by the Texas Board of Legal Specialization, he regularly represents clients in all areas of traditional labor law, from helping companies to maintain a union-free environment to handling union organizing campaigns, collective bargaining, unfair labor practice charges, and arbitrations.

John has represented management clients in numerous arbitrations, including cases involving:

- Discipline and discharge
- Severance claims
- Subcontracting issues
- Contract interpretation matters
- Termination/enhanced severance agreement disputes
- Alleged breach of non-competition agreements
- Post-termination claims of wrongful discharge

He also has been involved in numerous mediations, both private and court-ordered, involving age, race, disability, sexual harassment and sexual discrimination claims.

John frequently speaks on numerous labor and employment-related topics, such as age discrimination, disability discrimination, drug testing, sexual harassment and individual employee rights.

John is a founding partner of Littler Mendelson's Dallas office. Previously, he was a partner at a Dallas-based firm, where he was head of the labor section.

Professional and Community Affiliations

- Member, Labor and Litigation sections, American Bar Association
- Member, Labor Law Subcommittee, Texas Association of Business
- Member, Employee Relations Committee, Texas Association of Business
- Member, Labor and Employment Counsel, Texas Printing Institute
- Pro Bono Volunteer, LIFT
- Pro Bono Volunteer, Habitat for Humanity Project, Dallas Bar Association
- Pro Bono Volunteer, Equest and Senior Citizens of Greater Dallas
- Pro Bono Volunteer, Senior Citizens of Greater Dallas
- Pro Bono Volunteer, Dallas Historical Society Foundation
- Former Member, Board of Directors, Senior Citizens of Greater Dallas
- Former Chairman, Labor Law Subcommittee, Texas Association of Business

Recognition

- Named, The Best Lawyers in America®, 1993-2022
- Awarded, AV® Peer Review Rating, *Martindale-Hubbell*

Education

J.D., University of Texas School of Law, 1971, *With Honors*

B.B.A., Southern Methodist University, 1969

Bar Admissions

Texas

Courts

U.S. Supreme Court
U.S. Court of Appeals, 5th Circuit
U.S. Court of Appeals, 6th Circuit
U.S. Court of Appeals, 11th Circuit
U.S. District Court, Northern District of Texas
U.S. District Court, Eastern District of Texas
U.S. District Court, Southern District of Texas
U.S. District Court, Western District of Texas

Publications & Press

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

Littler Press Release

August 19, 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

Littler Attorneys Named in Best Lawyers in America® 2014 Edition

Littler Press Release

August 15, 2013

Best Lawyers in America® Names 164 Littler Attorneys to 2013 Edition

Littler Press Release

September 7, 2012

Best Lawyers in America® Names 108 Littler Lawyers to 2012 Edition

Littler Press Release

September 12, 2011

Seventy-Two Littler Attorneys Named to The Best Lawyers in America® 2011

Littler Press Release

August 9, 2010

61 Littler Attorneys Named to The Best Lawyers in America® 2010

Littler Press Release

August 14, 2009

51 Littler Attorneys Named to The Best Lawyers in America

Littler Press Release

October 31, 2008

Nine Littler Attorneys Named to 2006 Best Lawyers in America Publication

Littler Press Release

October 11, 2005