

## Jonathan G. Rector

Shareholder

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### Focus Areas

Wage and Hour  
Discrimination and Harassment  
Labor Management Relations

### Overview

Jonathan G. Rector is passionate about helping business owners, in-house counsel, and HR professionals solve problems that arise in the workplace. Whether it's a complex wage and hour worry, a potential sexual harassment claim or a wrongful termination grievance under a labor contract, Jonathan's years of experience in a diversified labor and employment practice help him guide clients to meaningful results.

Representing top clients in a variety of key industries (including technology, energy and transportation), as well as start-ups and small businesses, Jonathan's practice and experience includes:

- Wage and hour class and collective actions
- Complex, large-scale wage and hour audits and reclassification projects
- Discrimination, harassment and retaliation in the workplace
- Labor arbitrations over contract interpretation and discipline grievances
- Unfair labor practice charges
- NLRA and RLA litigation
- DOL and EEOC investigations
- Workplace investigations
- Whistleblower claims
- High-level executive compensation disparities

But it's not only about litigation. Jonathan prides himself on engaging clients early, providing practical advice and counsel, and thinking outside-the-box to come up with ways to mitigate risk and stop potential litigation before it even starts. Although Jonathan calls Littler's Dallas office home, he has a significant practice in the state of Oklahoma, where he has been licensed to practice law since 2011.

## Recognition

- Recipient, American Jurisprudence Award in Contracts, *Evidence and First Amendment*
- Order of Solicitors
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## Education

J.D., The University of Oklahoma College of Law, 2011, *with honors*

B.A., University of Texas, Dallas, 2006, *cum laude*

## Bar Admissions

Texas

Oklahoma

## Courts

U.S. Court of Appeals, 10th 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

U.S. District Court, Northern District of Oklahoma

U.S. District Court, Eastern District of Oklahoma

U.S. District Court, Western District of Oklahoma

U.S. District Court, Eastern District of Arkansas

U.S. District Court, Western District of Arkansas

## Publications & Press

**State Law Will Pre-Empt Local Ordinances in Florida and Texas**

*SHRM Online*

July 18, 2023

**Littler Elevates 28 Attorneys to Shareholder**

*Littler Press Release*

January 6, 2020

**Littler Obtains Complete Defense Verdict on Behalf of Lindsey Management Co., Inc. In FLSA Misclassification Suit**

*Littler Press Release*

October 2, 2014

## **Speaking Engagements**

**2024 Dallas Regional Employer Conference**

Dallas, TX

August 1, 2024

**Holiday Horrors: Tales from the Office Holiday Party Crypt!**

December 7, 2023

**Workplace Investigations: The Dos, the Don'ts, and the What Have You Done?**

April 18, 2023

**2022 Labor and Employment Law Update**

July 28, 2022

**Breaking Up Is Hard to Do: Managing the Challenges That Arise When the Employment Relationship Ends**

Dallas, TX

March 5, 2020

**2019 Dallas Regional Employer Conference**

Dallas, TX

July 18, 2019