



## Michael P. Royal

Shareholder

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## Focus Areas

Litigation and Trials  
Discrimination and Harassment  
Wage and Hour  
Class Actions  
International Employment Law

## Overview

Michael Royal has more than 25 years of experience representing regional, national, and international clients in multiparty complex and class action litigation in state and federal courts, specifically addressing wage and hour and discrimination issues. He also has significant experience in single party litigation matters involving claims related to:

- Wrongful discharge
- Whistleblowing and retaliation
- Harassment
- Employment-related torts
- Trade secrets
- Noncompete agreements

In addition to his considerable litigation experience, Michael routinely counsels employers on compliance with various state and federal employment laws. He works with his clients to identify not only their legal needs, but their business objectives, in order to advance their position in a creative, efficient and persuasive manner.

Michael also serves as the Texas coordinator and liaison for Littler's Workplace Policy Institute (WPI). Michael focuses on Texas state legislative and regulatory developments in employment and labor law, as well as municipal ordinances and

regulation of the workplace. He assists the employer community in understanding and impacting Texas legislation before it becomes law.

## Professional and Community Affiliations

- Member, Labor and Employment Law and Litigation Sections, American Bar Association
- Member, International Bar Association

## Recognition

- Awarded, AV<sup>®</sup> Peer Review Rating, *Martindale-Hubbell*
- Named, The Best Lawyers in America<sup>®</sup>, 2011-2022
- Named, Thought Leaders - Global Elite - Labour & Employment (Top 2% of experts in field), *Who's Who Legal*, 2019 (First Edition), 2020-2021
- Named, International Who's Who of Management Labour and Employment Lawyers, *Who's Who Legal*, 2010-2021
- Named, Client Service All-Star, *BTI Consulting Group*, 2013

## Education

J.D., University of Oklahoma College of Law, 1992

B.A., University of Oklahoma, 1989

## Bar Admissions

Texas

Oklahoma

## Courts

U.S. Court of Appeals, 5th Circuit

U.S. District Court, Western District of Texas

U.S. District Court, Northern District of Texas

U.S. District Court, Southern District of Texas

U.S. District Court, Eastern District of Oklahoma

U.S. District Court, Northern District of Oklahoma

U.S. District Court, Western District of Oklahoma

## Publications & Press

**Best Lawyers in America<sup>®</sup> 2022 Edition Honors More Than 240 Littler Lawyers**

*Littler Press Release*

August 19, 2021

**Texas Expands Protections for Employees Asserting Sexual-Harassment Claims**

*SHRM Online*

August 6, 2021

**Texas Adopts Expanded Protections for Employees Asserting Sexual Harassment Claims**

*Littler ASAP*

July 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

**Littler Attorneys Named in 2018 Who's Who Legal Labour, Employment & Benefits Guide**

*Littler Press Release*

June 5, 2018

**Littler Attorneys Named in 2017 Who's Who Legal Guide**

*Littler Press Release*

September 28, 2017

**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 Attracts International Employment Law Attorney Michael P. Royal to Dallas Office**

*Littler Press Release*

October 1, 2014

## **Speaking Engagements**

**Responding to Workplace Violence: What Would You Do If...**

2019 Dallas Regional Employer Conference, Dallas, TX

July 18, 2019

**Class and Collective Actions: 2017 Updates and Best in "Class" Strategies on Prosecuting and Defending Class and Collective Claims**

National CLE Conference, Vail, CO

January 2018

**Labor Law Developments that Impact Employment Lawyers**

National CLE Conference, Aspen, CO

January 2017

**Labor and Employment Law - Recent Developments from the NLRB That Impact Non-Union Employees and Employers**

National CLE Conference®, Vail, CO

January 2016

**Cross Border Restrictive Covenants**

Taylor Vinters' International Employment Law Conference, London, England

December 2015

**Setting Up Stateside: A Roadmap for Success**

CMS Employment and Pensions Practice Group Annual Meeting, Amsterdam, Netherlands

September 2015

**Wage and Hour Issues: Class Actions for Retailers**

State Bar of Texas Annual Meeting

June 2015

**Noncompetes and Trade Secrets: Legal Update and Practical Impact**

Littler Mendelson, Phoenix, AZ

May 7, 2015

**Health & Safety Risks for your Traveling Employees: What Steps Can Employers Take to Protect Employees Working Overseas and Mitigate Risks?**

Littler Mendelson, Miami, FL

March 5, 2015

**E-Discovery: What Do You Really Want and What Are You Doing With It?**

National CLE Conference®, Vail, CO

January 10, 2015

**Expatriate Agreements: Best Practices**

2014 Annual Meeting - American Bar Association, Boston, MA

August 2014

**Employee Misclassification Enforcement: Navigating the Shifting Current**

2014 Midwinter Meeting, Employment Rights and Responsibilities Committee - American Bar Association, Los Cabos, Mexico

March 2014

**Predictive Coding – Best Practices**

National CLE Conference®, Aspen, CO

January 2014

**Structuring Enforceable Non-Compete Agreements for Multinational Employers with Employees in Europe and Asia**

Annual Meeting - Association of Corporate Counsel

October 2013

**International Laws Governing Cross Border Discovery, Privilege, Confidentiality and Data Privacy**

International Labor & Employment Law Committee - American Bar Association

October 2013

**Bullying: From the Playground to the Workplace**

Alliance Texas Human Resources Group, Fort Worth, TX

May 2013

**Romance in the Workplace: Advising Around the Risks**

2013 National CLE Conference - Colorado Bar Association, Snowmass, CO

January 2013

**Business Opportunities and Synergies Between Immigration and Labour Lawyers in Today's Market**

Annual Conference - International Bar Association

September 2012

**Business Opportunities and Synergies Between Immigration and Labour Lawyers in Today's Market**

Annual Conference - International Bar Association, Dublin, Ireland  
September 2012

**Diversity in the Profession: An Open Forum**

2012 Midyear Meeting - International Labor and Employment Law Committee - American Bar Association, Paris, France  
May 2012

**The Stakes Have Been Raised: Increased Government Scrutiny of Contingent Workers**

2012 Midwinter Meeting, Employment Rights and Responsibilities Committee - American Bar Association, Las Vegas, NV  
March 2012

**Effective Advising of Employers in Litigation**

2012 National CLE Conference, Vail, CO  
January 2012

**Legal Pitfalls Arising from Requests for Accommodation and Options Resolution**

5th Annual Conference, Labor & Employment Law Conference - American Bar Association, Seattle, WA  
November 2011

**Recent Amendments to the Texas Concealed Handgun Law**

Alliance Human Resources Group Meeting, Ft. Worth, FL  
September 2011

**Tips & Traps for the Unwary: Key Issues in Non-Compete/Unfair Competition Matters**

2011 Annual Meeting - American Bar Association, Toronto, Canada  
August 2011

**Wanna Keep A Secret, Eh?: Enforcing Restrictive Covenants in Canada and the United States**

2011 Annual Meeting - American Bar Association, Toronto, Canada  
August 2011

**Legal Ethics and Attorney-Client Privilege in Cross-Border and Labor/Employment Law Work**

2011 Mid-Year Meeting, International Labor & Employment Committee, Section of Labor and Employment Law -  
American Bar Association, Berlin, Germany  
May 2011

**Trade Winds of Change: The Perils and Profits Associated with Contingent Workers**

2011 Midwinter Meeting, Employment Rights and Responsibilities Committee, Section of Labor and Employment Law -  
American Bar Association, San Juan, Puerto Rico  
March 2011

**Fair Labor Standards Act - Basics**

2010 Annual Committee - American Bar Association  
August 2010

**Less than a Significant Restriction and More than a Temporary Nonchronic Condition?**

Corporate Counsel Symposium - SMU Dedman School of Law, Dallas, TX  
November 2009

**I Don't Know Where I'm Gonna Go When the Whistleblower Blows: A How-to Guide to Whistleblower Claims**

Midwinter Meeting, Employment Rights and Responsibilities Committee, Section of Labor and Employment Law -  
American Bar Association, Key West, FL  
March 2009

**U.S. Employment Law - Practical Guidance From Leading U.S. Employment Lawyers**

LexisNexis, London, England  
November 2008

**Employment Law and Practices for Texas Independent Schools**

Legal Seminar - School Office Services Inc., Dallas, TX  
June 2008

**General Counsel Panel: Best Leadership Practices**

30th Annual Corporate Counsel Institute - University of Texas at Austin, Houston, TX  
February 2008

**You're Going To Miss Me When I'm Gone; ADA, FMLA, Workers' Compensation and USERRA**

Dallas Human Resource Management Association, Inc., Dallas, TX  
January 2008

**Health, Disability & Leaves of Absence Subcommittee Annual Report**

Midwinter Meeting, Employment Rights and Responsibilities Committee, Section of Labor and Employment Law -  
American Bar Association  
March 2007

**Who's the Boss - the Doctor or the Attorney? A Difficult Diagnosis in ADA/FMLA Cases**

Midwinter Meeting, Employment Rights and Responsibilities Committee, Section of Labor and Employment Law -  
American Bar Association, Louisiana  
March 2007

**Use of Expert Witnesses in ADA and FMLA Cases: A General Overview**

Midwinter Meeting, Employment Rights and Responsibilities Committee, Section of Labor and Employment Law -  
American Bar Association

March 2007