Littler

Nicole S. LeFave

Associate

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Focus Areas

Wage and Hour
Class Actions
Discrimination and Harassment
Whistleblowing and Retaliation
Litigation and Trials
Alternative Dispute Resolution

Overview

Nicole S. LeFave concentrates her practice on wage and hour class and collective action defense. In addition, she advises employers on a variety of wage and hour, discrimination, retaliation, harassment, and corporate whistleblower matters. She has experience representing clients at the trial court level, on appeals, in arbitration and in administrative hearings both in Texas and nationwide.

Before joining Littler, Nicole practiced complex business litigation and employment law, representing corporations, nonprofit organizations and individuals on a wide range of matters on both the plaintiff and defense side.

Nicole also served as a law clerk for the Hon. Gregg Costa, U.S. District Judge for the Southern District of Texas (now Fifth Circuit) and the Hon. Mark Lane, U.S. Magistrate Judge for the Western District of Texas. These experiences informed her perspective on federal trial court practice.

Professional and Community Affiliations

- Member, Austin Bar Association
- Member, Austin Young Lawyers Association
- Member, Federal Bar Association
- Member, Lloyd Lochridge Inn of Court
- Board Member, Austin Diaper Bank
- Member, Austin Bar/AYLA Leadership Academy 2019 Class
- Founding Member, League of Lady Lawyers
- Member, Texas Bar Foundation

Recognition

- Named, Ones to Watch, *The Best Lawyers in America©*, 2021

Education

J.D., University of Texas School of Law, 2012, *with Honors*
B.A., University of Texas, Austin, 2006, *with Honors*

Bar Admissions

Texas

Courts

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

Publications & Press

Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers
Littler Press Release
August 20, 2020

Fifth Circuit Weighs in on Personal Jurisdiction and Certification Issues in Rule 23 Class Actions
Littler ASAP
April 10, 2020

Supreme Court Clarifies That But-For Causation Standard Applies to Section 1981 Claims Throughout Pendency of Litigation
Littler ASAP
March 24, 2020

Speaking Engagements

Employment Law Hot Topics for a New Decade
Austin, TX
February 6, 2020

Employment Law Red Flags: How to Spot Them and How to Fix Them
Hispanic Bar Association of Austin CLE Presentation, Austin, TX
August 2018