



A. John Harper III

Shareholder

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Practice Areas

Labor Management Relations
Wage and Hour
Discrimination and Harassment
Appellate
ERISA and Benefit Plan Litigation

Overview

A. John Harper III represents employers in all aspects of labor relations, including:

- Collaborative problem solving in labor relations
- Collective bargaining
- Interpretation and application of labor agreements
- Grievance and arbitration proceedings
- Organizing drives

John also assists clients in transactions involving unionized facilities and with respect to the labor aspects of bankruptcy proceedings.

In addition to his labor relations practice, John assists clients in all aspects of employment law, including defending employers against claims under various federal and state anti-discrimination and retaliation laws and advising employers regarding compliance with federal, state and local labor and employment laws. He also represents employers in cases involving unfair competition and denial of Employee Retirement Income Security Act (ERISA) benefits.

Professional and Community Affiliations

- Trustee/Patron, Houston Grand Opera, 2007-present
- Member, Board of Directors, The Printing Museum, 2005-2017

- Chairman, The Printing Museum, 2011-2012
- Secretary, The Printing Museum, 2009-2011 and 2013-2017
- Member, Board of Directors, Tanglewood Homes Association, 2011-2014
- Member, Board of Directors, Texas Woman's University Foundation, 2009-present

Recognition

- Named, The Best Lawyers in America®, 2018-2025
- Ranked, Labor & Employment, *Chambers USA*, 2020-2024
- Named, Rising Star, Texas, *Super Lawyers*, 2007-2014
- Named, Recommended Lawyer, Labor Management Relations, *Legal 500 United States*, 2016

Education

J.D., Southern Methodist University, Dedman School of Law, 2001, *cum laude*

B.A., Washington and Lee University, 1998, *cum laude*

Bar Admissions

Texas

Courts

U.S. Supreme Court

U.S. Court of Appeals, 5th Circuit

U.S. Court of Appeals, 6th Circuit

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, Northern District of Texas

U.S. District Court, District of Columbia

Publications & Press

Littler Ranked in 2024 Chambers USA Guide

Press Release

June 6, 2024

Littler Recognized in 2023 Chambers USA Guide

Press Release

June 6, 2023

Littler Ranked in Chambers USA Guide 2022

Press Release

June 1, 2022

SHRM Opposes Return to Standard that Resulted in Small Bargaining Units

SHRM Online

February 1, 2022

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

Press Release

August 19, 2021

Littler Ranked in Chambers USA Guide 2021

Press Release

May 27, 2021

Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers

Press Release

August 20, 2020

If You Want the Benefits of an Arbitration Agreement, Say So

Littler ASAP

April 1, 2020

COVID-19 and the Rights of Essential Businesses When Employees Strike

Littler ASAP

April 1, 2020

NLRB Joint-Employer Rule Restores “Substantial Direct and Immediate Control” Test

Littler ASAP

February 25, 2020

Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year

Press Release

August 15, 2019

Three Emerging Labor and Employment Risks in M&A Transactions

Texas Lawyer

April 8, 2019

Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers

Press Release

August 15, 2018

Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers

Press Release

August 17, 2017

Littler Ranks in The Legal 500 United States Guide

Press Release

June 20, 2016

Littler Adds Experienced Labor Management Relations Attorney A. John Harper III to the Houston Office

Press Release

August 12, 2014

EEOC Looks To Limit Severance Agreements With Litigation

Law360.com

March 18, 2014

NLRB Roundup

Employee Relations Law Journal

Summer 2013

Employment Law

Texas Tech Law Review

2013

NLRB Developments: New Election Rules, Class Action Waivers and (Maybe?) Recess Appointments

Employee Relations Law Journal

Summer 2012

Carrots, Not Sticks, to Fend off Unions

Executive Counsel Magazine

April/May 2012

Events & Speaking Engagements

2025 Love Your Lawyer

Houston, TX

February 13, 2025

Now That the Election Is Over, Here's What Texas Employers Can Expect

November 21, 2024

2024 Houston Regional Employer Conference

Houston, TX

September 26, 2024

Labor Law for Employers: What Every Business Needs to Know

June 26, 2024

Labor Law for Employment Lawyers: What Every Business Needs to Know

Littler Executive Employer Conference, Phoenix, AZ

May 9, 2024

Recent Developments in Labor Law

Media Law Resource Center, Labor and Employment Committee

March 27, 2024

Love Your Lawyer

Houston, TX

February 13, 2024

New Theories, New Tactics: Managing Business Risk Under the NLRA

Littler Executive Employer Conference, Phoenix, AZ

May 11, 2023

2023 Love Your Lawyer

Houston, TX

February 14, 2023

2022 Houston Regional Employer Conference

Houston, TX

October 6, 2022

Where the Rulings Meet the Road: How Recent Labor Decisions, Rules, and Memos Are Impacting and Will Continue to Impact the Bargaining Table

The FMCS National Labor-Management Conference

July 13, 2022

2021 Houston Employer Conference

Houston, TX

October 26, 2021

Love Your Lawyer: Littler Lawyers Answer Your Most Burning Labor and Employment Questions

Houston, TX

February 10, 2021

Love Your Lawyer: Littler Lawyers Answer Your Most Burning Labor and Employment Questions

Houston, TX

February 11, 2020

2016 Houston Employer Conference

Houston, TX

August 11, 2016

NLRB Enforcement Initiative 2016: The Impact on Non-Union Workplaces

Houston, TX

April 20, 2016

2015 Houston Employer Conference

Houston, TX

August 13, 2015

New Year, New Regulations: An Update of the New Regulations Enacted by the NLRB

Houston, TX

February 10, 2015

The 2014 Houston Employer Conference

Houston, TX

August 14, 2014

Protected, Concerted Activity in the Age of Social Media

The Center for American and International Law

May 2014

Why not Take All of Me, The National Labor Relations Board's Specialty Healthcare Decision

Developing Labor Law Committee Mid-Winter Meeting - American Bar Association (ABA)

February 2014

Protected, Concerted Activity in the Age of Social Media

The Center for American and International Law

May 2013

Protected, Concerted Activity in the Age of Social Media

The Center for American and International Law

May 2012

Employees vs. Independent Contractors, Contingent Workers and Leased Employees

The Center for American and International Law

May 2011

Social Media: Managing and Harnessing an Unstoppable Trend

TexasBarCLE - State Bar of Texas

November 2010

Blogs, Social Networking Sites and the Impact on Employment

The College of the State Bar of Texas

July 2009