



Daniel Coolidge

Associate

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Practice Areas

Litigation and Trials
Discrimination and Harassment
Appellate
Whistleblowing, Compliance and Investigations
Higher Education

Overview

Daniel Coolidge represents employers in all aspects of labor and employment law, with an emphasis in litigation, including:

- Discrimination and harassment in the workplace
- Retaliation, including workers' compensation retaliation
- Leaves of absences and reasonable accommodations
- Wage and hour disputes, including claims for unpaid wages

Daniel practices in federal and state courts (including small claims court) throughout Texas, before state agencies, and in arbitration. He also advises and represents employers, including Fortune 50 companies and small businesses alike, on a broad range of employment matters arising under federal and state laws, the Equal Employment Opportunity Commission (EEOC), the Texas Workforce Commission (TWC), the U.S. Department of Labor (DOL), and the Office of Federal Contractor Compliance (OFCCP). Daniel also assists in traditional labor matters, including union organizing campaigns.

Daniel also provides employers with proactive advice and counsel on all aspects of the employment relationship, including:

- Employment agreement reviews, including separation and severance agreements
- Employee handbook and policy reviews
- Guidance on employee separations
- Wage payments under the Texas Payday Law

Most frequently, Daniel works with the following types of companies:

- Energy
- Healthcare
- Manufacturing
- Staffing companies

Prior to joining Littler, Daniel practiced business law at a small Texas-based firm and served as an Assistant Attorney General in the General Litigation Division of the Office of the Attorney General of Texas, where he defended state agencies, state officials, nationally top-ranked medical centers, and Texas' flagship university systems in high-impact constitutional and employment litigation matters.

After law school, Daniel clerked for Chief Justice Jimmy Blacklock of the Texas Supreme Court.

Education

J.D., University of Texas School of Law, 2018

B.M., Baylor University, 2014, *summa cum laude*

Bar Admissions

Texas

Courts

U.S. Court of Appeals, 5th 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