



## James McGehee

Associate

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## Overview

James McGehee is a litigator who has tried more than two dozen cases in state and federal courts. He advises and represents clients in a wide range of employment matters, including discrimination, harassment, retaliation, failure to accommodate, and unfair competition. His practice also includes defending employers against administrative proceedings in the emerging area of artificial intelligence and assisting clients with Department of Labor investigations and other military leave issues under the Uniformed Services Employment and Reemployment Rights Act. In addition, he has advised the U.S. Senate Health, Education, Labor and Pensions Committee staff on employment-related topics. In the field of traditional labor law, he has experience defending against unfair labor practice charges and navigating the complexities of the Railway Labor Act.

Prior to joining Littler, James served as a captain and judge advocate in the United States Air Force. During more than four years on active duty, his duties included advising military and civilian leadership in the Department of Defense on a variety of human resources matters and advising the Joint Artificial Intelligence Center on the use of AI technology. He also represented victims of sexual assault and other serious crimes in courts-martial. Before joining the Air Force, James gained significant trial experience as a deputy district attorney in Colorado's Fourth Judicial District (Colorado Springs) and served as a law clerk to the Hon. U.S. Magistrate Judge Walter Johnson for the Northern District of Georgia. In law school, he was an articles editor for the *Georgia Law Review*.

## Education

J.D., University of Georgia School of Law, 2013, *cum laude*  
B.A., Providence College, 2008, *magna cum laude*

## Bar Admissions

Texas  
Colorado

## Courts

U.S. Court of Appeals, 3rd Circuit  
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, Southern District of Texas

## **Publications & Press**

### **6 Ways The Dole Act Alters USERRA Employment Protections**

*Law360*

April 11, 2025

### **USERRA Protections Broadened by Dole Act**

*Littler ASAP*

March 24, 2025

### **US employers warn staff to remain civil to avoid election conflict**

*Financial Times*

November 4, 2024

### **DOD imposes new requirements for employers participating in SkillBridge military internship program**

*Westlaw Today*

October 7, 2024

### **DOD Imposes New Requirements for Employers Participating in SkillBridge Military Internship Program**

*Littler ASAP*

September 23, 2024

### **The Risks Of Employee Political Discourse On Social Media**

*Law360*

September 12, 2024

### **Politics in the Workplace and the Risks of Social Media**

*Littler ASAP*

September 10, 2024

### **Service Member and Veteran Employment Protections for a New Era of Global Conflict**

*The National Law Journal*

July 15, 2024

### **AI and the Labor & Employment Law Landscape**

*Dallas Bar Association Headnotes*

July 1, 2024

**AI and the Labor & Employment Law Landscape**

*Headnotes, Dallas Bar Association*

July 2024

**What Artificial Intelligence Means for the Construction Workplace**

*For Construction Pros*

April 12, 2024

**Build Back Botter: What Artificial Intelligence Means for the Construction Workplace**

*Littler ASAP*

February 29, 2024

**Ten reasons employers should pay more attention to USERRA**

*Westlaw Today*

January 29, 2024

**Ten Reasons Employers Should Pay More Attention to USERRA**

*Littler ASAP*

January 16, 2024

**\$2.49 million verdict underscores expansive USERRA protections**

*Westlaw Today*

November 6, 2023

**\$2.49 Million Verdict Underscores Expansive USERRA Protections**

*Littler ASAP*

October 10, 2023

**Events & Speaking Engagements**

**Politics in the Workplace and the Risks of Social Media**

myLawCLE

February 19, 2025

**Employment, Active Deployment Leave, and Reinstatement Under USERRA (with Brian Lawler)**

National Business Institute

December 16, 2024

**Politics in the Office: Infinitely Spookier than Halloween**

October 31, 2024

**Understanding AI and Its Impact on the Construction Industry**

Associated Builders and Contractors Users Summit, Dallas, TX

May 22, 2024

**What Employers Need To Know About USERRA**

March 19, 2024

**Uniformed Services Employment and Reemployment Rights Act (USERRA) Overview**

U.S. Senate Committee on Health, Education, Labor and Pensions (Staff), Washington, DC

February 15, 2024

**The Pregnant Workers Fairness Act and the PUMP Act**

2023 Texas Advanced Paralegal Seminar

September 27, 2023