



## Kerry E. Notestine

Shareholder

Co-Chair, Business Restructuring Practice Group

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## Practice Areas

Business Restructuring and M&A

Litigation and Trials

Discrimination and Harassment

ERISA and Benefit Plan Litigation

Class Action

Energy

## Overview

Kerry E. Notestine represents management in employment matters, particularly trials and other litigation under federal, state, and local anti-discrimination statutes, and has deep knowledge in reductions-in-force and other downsizing issues. Kerry wrote the leading book on trials of employment law cases, *Employment Law Trials: A Practical Guide*. He is working on another book, *Reductions in Force*, to be published by LexisNexis Publishing. Kerry also counsels employers regarding other employment issues and represents employers in legal disputes before government agencies, arbitrators and administrative tribunals.

Kerry has tried 26 lawsuits to verdict in federal and state courts, including one class action, and has represented companies in more than 25 administrative trials, non-labor arbitrations, and labor arbitrations. His jury trials include:

- Multi-plaintiff race discrimination case involving nooses in the workplace
- Two Fair Labor Standards Act misclassification cases
- Several cases involving alleged unlawful discrimination and retaliation
- Several cases involving alleged breach of employment agreements

He also handled a federal class action bench trial involving alleged denial of retiree medical benefits in violation of ERISA, as well as state jury trials involving claims of denial of employment benefits, unlawful discrimination and retaliation, employment

law torts, and breach of employment contracts.

Additionally, Kerry has represented employers in administrative law trials and arbitrations involving exempt status under the Washington wage and hour statute, retaliation under the Pipeline Safety Improvement Act, sexual harassment claims, executive compensation and numerous matters relating to union/management relations.

He also has litigated employment claims, in which the claimant alleged:

- Misclassification of workers as independent contractors
- Sexual harassment
- Retaliation and workers' compensation retaliation
- Intentional infliction of emotional distress
- Assault and defamation
- Breach of executive contract and severance rights
- Race, national origin, religion, and gender discrimination
- Disability discrimination and failure to accommodate
- Age discrimination
- Violations of the Family and Medical Leave Act
- Violations of the Employee Retirement Income Security Act
- Violations of the Worker Adjustment and Retraining Notification Act
- Denial of employment benefits

He has represented companies in more than 20 appeals.

Kerry has obtained numerous published decisions, including dismissals, summary judgments, and motions for decertification of collective actions. He has served as lead counsel in the defense of significant employment class/representative actions, including cases involving claims of:

- Misclassification as independent contractors involving several hundred opt-in plaintiffs
- Denial of retiree medical benefits under the Employee Retirement Income Security Act in federal district court involving 100 class members
- Misclassification of assistant store managers under the Fair Labor Standards Act involving 600 class members
- Race discrimination in hiring involving 8,000 class members
- Failure to provide proper notice under the Worker Adjustment Notification and Retraining Act in a mass layoff of 1,800 individuals
- Age discrimination in hiring involving over 500 class members

He also participated in the litigation team on two other significant class/representative actions, one involving more than 150 plaintiffs in a representative action under the Age Discrimination in Employment Act and the other a 1,500-member class action involving claims of sex discrimination in compensation and promotion.

Kerry's clients span the following industries:

- Oil and Gas
- Oil and Gas Services
- Financial Services
- Staffing
- Manufacturing

A frequent writer and speaker on employment matters before business and professional groups, Kerry has authored more than 10 articles and book chapters on employment law topics.

Kerry is the co-chair of Littler's Business Restructuring Practice Group, a member of the EPLI Committee core group and a founding member of the Complex Litigation and Jury Trials Practice Group. Prior to becoming a shareholder at Littler, Kerry was an associate and partner with a large Houston based general practice firm for 14 years.

## Professional and Community Affiliations

- Member, Labor and Employment / Litigation / Tort and Insurance Practice Sections, American Bar Association
- Member, Former Chair and Vice-Chair, Employer/Employee Relations Committee, American Bar Association, 1993-1999
- Member, Labor and Employment / Litigation Sections, State Bar of Texas
- Member, Labor and Employment Law / History Committees, Houston Bar Association
- Former Chair, History Committee, Houston Bar Association, 1988
- Former Council Member, Labor and Employment Committee, Houston Bar Association, 2003-2005
- Former Member, Drug and Alcohol Abuse Committee, Texas Young Lawyers, 1984-1985
- Former Chair, Houston Management Labor Forum, 1989
- Member, Board of Directors, Lifehouse, Inc., 1989-1992
- Member, Board of Directors, Youth-Reach Houston, Inc., 1986-1988
- Member, Board of Directors, Encorps, Inc., 1984-1985
- Ruling Elder, City of Refuge Church, 1996-1998
- Ruling Elder, Christ Evangelical Presbyterian Church, 1991-1992
- Deacon, First Presbyterian Church, 1988-1991
- Chair, Wednesday Night School of Christian Living, First Presbyterian Church, 1985-1991
- Participant, Houston Senior Baseball League - World Series, 1993
- Deacon, Crosspoint Church, Bellaire, 2017-present

## Recognition

- Fellow, *College of Labor and Employment Lawyers*, Inducted 2017
- Fellow, *Texas Bar Foundation*, 2013-present
- Fellow, *Houston Bar Foundation*, Inducted 2022
- Named, The Best Lawyers in America®, 2008-2025
- Named, Stand-out Lawyer, *Thomson Reuters*, 2023

- Named, Lawyer of the Year, Management - Labor Law, Houston, *The Best Lawyers in America*®, 2019
- Named, Lawyer of the Year, Litigation - Labor & Employment, Houston, *The Best Lawyers in America*®, 2013
- Named, Super Lawyer, Texas, *Super Lawyers*, 2003-2005, 2008-2018
- Awarded, AV® Peer Review Rating, *Martindale-Hubbell*
- Named, Client Service All-Star, *BTI Consulting Group*, 2024

## Education

M.A., University of Virginia, 1985

J.D., University of Virginia School of Law, 1983

B.A., DePauw University, 1979

## Bar Admissions

Texas

## Courts

U.S. Supreme Court

U.S. Court of Appeals, 3rd Circuit

U.S. Court of Appeals, 5th Circuit

U.S. Court of Appeals, 9th Circuit

U.S. Court of Appeals, 10th Circuit

U.S. Court of Appeals, D.C. 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

U.S. District Court, District of Colorado

## Publications & Press

### **The First 100 Days: The Impact of DOGE on Private Employers**

*Littler Podcast*

March 3, 2025

### **Maryland WARN Act does not provide a private right of action to terminated workers**

*Wolters Kluwer*

October 18, 2024

### **Maryland WARN Act does not Provide a Private Right of Action to Workers Terminated in Violation of the Law**

*Wolters Kluwer*

October 4, 2024

**Maryland WARN Act Does Not Provide a Private Right of Action to Terminated Workers**

*SHRM*

September 30, 2024

**Maryland WARN Act Does Not Provide a Private Right of Action to Workers Terminated in Violation of the Law**

*Littler ASAP*

September 24, 2024

**Dear Littler: Can we prevent an employee from maintaining an adult website?**

*Dear Littler*

August 19, 2024

**Louisiana Becomes Latest State to Prohibit Nondisclosure Clauses Related to #MeToo Claims**

*Littler ASAP*

June 26, 2024

**Utah Enacts New #MeToo-Inspired Law Related to Confidentiality Clauses**

*Littler ASAP*

February 29, 2024

**New York Curtails Release Agreements Involving Claims of Discrimination, Harassment, or Retaliation**

*SHRM Online*

November 28, 2023

**New York Enacts Greater Restrictions on Release Agreements Involving Claims of Discrimination, Harassment, or Retaliation**

*Littler ASAP*

November 22, 2023

**SEC Continues to Attack Non-Disclosure Agreements and Personnel Policy Provisions that Could Impede Employees from Reporting Potential Violations of U.S. Securities Law**

*Littler ASAP*

October 17, 2023

**Dear Littler: How should employers revise their releases, separation agreements, and settlement agreements in light of the Speak Out Act?**

*Dear Littler*

December 15, 2022

**Fifth Circuit Rules that COVID-19 Pandemic Did Not Trigger the “Natural Disaster” Exception to WARN Notice Requirements**

*Littler ASAP*

June 22, 2022

**Utah Enacts Law Related to COVID-19 Vaccination and Testing Requirements in the Workplace**

*Littler ASAP*

November 29, 2021

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

*Press Release*

August 19, 2021

**IRS Issues Guidance on the American Rescue Plan Act COBRA Subsidy**

*Littler ASAP*

May 26, 2021

**DOL Issues Guidance on the American Rescue Plan Act COBRA Subsidy**

*Littler ASAP*

April 9, 2021

**The American Rescue Plan Act Includes Required COBRA Subsidy**

*Littler ASAP*

March 23, 2021

**Dear Littler: How do we Determine Where Remote Employees “Work” for WARN Act Purposes?**

*Dear Littler*

January 19, 2021

**EEOC Issues Guidance on Inclusion of International Employees on OWBPA Disclosures**

*Littler ASAP*

January 15, 2021

**Workforce Reductions and Statistics: A Primer and Recommendations**

*Littler Report*

December 15, 2020

**Warning to New York Employers: The NY WARN Act Now Requires WARN Notices be Sent to Additional Governmental Recipients**

*Littler ASAP*

November 11, 2020

**Racial-Discrimination Settlements Usually Come with an NDA. That’s Changing.**

*The Wall Street Journal*

October 20, 2020

**Dear Littler: What Do We Do If We Cannot Bring Our Employees Back From Furlough?**

*Dear Littler*

September 4, 2020

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

*Press Release*

August 20, 2020

**Navigating layoffs is always hard. During a pandemic, it's harder.**

*Compliance Week*

June 15, 2020

**Littler Launches Holistic Workforce Restructuring Solution**

*Press Release*

May 28, 2020

**DOL Issues COVID-19 WARN Act Guidance**

*Littler ASAP*

April 30, 2020

**Virus-Driven Mass Worker Layoffs Could Soon Require Notice**

*Bloomberg Law*

March 18, 2020

**Furloughs and Other Temporary Responses to Coronavirus (COVID-19) Disruptions**

*Littler ASAP*

March 11, 2020

**Coronavirus (COVID-19) Guidance for Business Preparedness**

*Littler ASAP*

March 4, 2020

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

*Press Release*

August 15, 2019

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

*Press Release*

August 15, 2018

**The EEOC Phoenix District Office Challenges Releases Waiving Future Financial Liability for Discrimination Claims**

*Littler ASAP*

February 16, 2018

**Labor Board Could Loosen Curbs on Nondisclosure Agreements**

*Bloomberg BNA*

January 3, 2018

**Temporary Furloughs May Trigger California WARN Act Notice Obligations**

*Littler ASAP*

December 5, 2017

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

*Press Release*

August 17, 2017

**Five Littler Shareholders Elected as Fellows to the College of Labor and Employment Lawyers**

*Press Release*

June 29, 2017

**Third Circuit Rules "Subgroup" Disparate Impact Claims Are Cognizable Under the ADEA**

*Littler ASAP*

February 14, 2017

**The Best Lawyers in America© Honors More Than 180 Littler Lawyers in Its 2017 Edition**

*Press Release*

August 16, 2016

**Seventh Circuit Affirms the Dismissal of Lawsuit Based on the EEOC's Failure to Conciliate Claims Related to Releases**

*Littler ASAP*

January 13, 2016

**The Transformation of the Workplace Through Robotics, Artificial Intelligence, and Automation**

*Littler Report*

August 4, 2016

**Littler Attorneys Recognized in the Best Lawyers in America© 2016 Edition**

*Press Release*

August 18, 2015

**EEOC Lawsuit Against CVS Pharmacy Challenging Severance Agreements Dismissed**

*Littler ASAP*

October 20, 2014



**Littler Attorneys Included in the Best Lawyers in America© 2015 Edition**

*Press Release*

August 18, 2014

**They Really Mean It: the EEOC Sues Another Employer for Allegedly Overbroad Releases**

*Littler ASAP*

May 13, 2014

**Fifth Circuit Says HR Manager's Comments Could Support Finding of Illegal Retaliation**

*Bloomberg BNA Daily Labor Report*

April 9, 2014

**Recommendations in Response to the EEOC's New Lawsuit on Severance Agreements**

*Littler ASAP*

March 4, 2014

**Littler Attorneys Named in Best Lawyers in America® 2014 Edition**

*Press Release*

August 15, 2013

**Government sequester could bring host of issues for employers**

*Thomson Reuters News & Insight*

February 27, 2013

**Sequester Threat Inflames Contractor WARN Woes, House Told**

*Law360.com*

February 14, 2013

**Tenth Circuit Issues Confirming Decision: Employers Are Not Required to Provide Employees with Indefinite Leave from the Performance of Essential Functions**

*Littler ASAP*

September 17, 2012

**Best Lawyers in America® Names 164 Littler Attorneys to 2013 Edition**

*Press Release*

September 7, 2012

**Best Lawyers in America® Names 108 Littler Lawyers to 2012 Edition**

*Press Release*

September 12, 2011

**Recent EEOC Lawsuits Highlight Importance of Adopting Comprehensive Procedures for Managing Employee Leaves**

*Littler ASAP*

February 22, 2011

**The Littler Ten: Employment, Labor and Benefit Law Trends for Navigating the New Decade**

*Littler Report*

September 30, 2010

**Seventy-Two Littler Attorneys Named to The Best Lawyers in America® 2011**

*Press Release*

August 9, 2010

**61 Littler Attorneys Named to The Best Lawyers in America® 2010**

*Press Release*

August 14, 2009

**EEOC Issues New Guidance on Severance Agreements**

*Littler ASAP*

July 31, 2009

**51 Littler Attorneys Named to The Best Lawyers in America**

*Press Release*

October 31, 2008

**The Texas State Statute Prohibiting Discrimination Because of an Evacuation**

*Littler ASAP*

September 17, 2008

**Controlling Outside Counsel Costs Through an Alternative Billing Model**

*ACC Docket, p. 71*

May 2008

**Recent Court Decisions Identify Concerns in Drafting Releases**

*Littler ASAP*

July 18, 2007

**Kerry Notestine Says Personal Lives Can Hurt Workplaces**

*Houston Chronicle*

April 22, 2007

**Fifth Circuit Holds that Merger Agreement Amends Retiree Medical Program and Prevents Subsequent Amendment to Benefits Coverage**

*Littler ASAP*

November 6, 2006

**Sharing Compensation or Benefit Information Between Competitors May Violate Antitrust Laws**

*Littler ASAP*

October 2, 2006

**Compensation and Discipline Issues Under Texas and Federal Law Associated with Hurricane Rita Evacuation**

*Littler ASAP*

October 5, 2005

**Texas Bar & Restaurant Owners Compelled to Take Measures to Prevent Identity Thefts by Employees**

*Littler ASAP*

August 29, 2005

**Employment Issues for Bankrupt Employers**

*Law.com*

April 9, 2002

**Proof and Causation Standards in Employment Cases: The Need For A Uniform Standard Under Federal And State Law**

*The Houston Lawyer 26*

February 2000

**Closing Arguments**

*29 The Brief 72*

Fall 1999

**Cross Examination in Employment Cases**

*10 The Practical Litigator 37*

March 1999

**10 Rules for Every Employer**

*Abode Magazine*

June 1997

**Human Resources Management for Lawyers: An Employment Law Primer**

*57 Tex. B.J. 173*

February 1994

**Fielding the Issue of Unlawful Termination of Employment**

*The Houston Lawyer 20*

August 1989

## **Events & Speaking Engagements**

### **Reduction in Force Master Class: Strategic Workforce Adjustments in a Changing Political Climate**

May 21, 2025

### **What Issues Are Private Employers Facing with DOGE's Cancellation of Government Contracts and Funding?**

March 19, 2025

### **2023 Houston Regional Employer Conference**

Houston, TX

October 18, 2023

### **The Care and Feeding of Senior Executives: Agreements, Compensation, Discrimination, and Non-Competes**

Houston Bar Association, Employment Law Committee monthly luncheon, Houston

2023

### **RIF Master Class**

Littler Executive Employer Conference, Phoenix, AZ

May 10, 2023

### **2021 Houston Employer Conference**

Houston, TX

October 26, 2021

### **2020 Voluntary Retirement and Exit Incentive Programs: A Viable Alternative to Involuntary Layoffs**

July 23, 2020

### **Recent Developments in RIFs and Restructurings**

Houston Bar Association, Employment Law Committee monthly luncheon, Houston

2018

### **Littler Global Summit 2018 - Part 3: A Tale of Three Cities: Responding to Natural Disasters from Puerto Rico and Houston to Mexico City**

Littler Executive Employer, Phoenix, AZ

May 2, 2018

### **Conducting Efficient, Effective and Lawful Workplace Investigations**

2017 Littler Houston Employer Conference

August 10, 2017

**The New Supreme Court Balance: Implications for Labor and Employment Law**

May 11, 2017

**Employment Law Update**

Corporate Organization Ombudsmen Roundtable, Houston, TX

September 28, 2016

**2016 Houston Employer Conference**

Houston, TX

August 11, 2016

**What Employers Can Do to Secure Effective Releases, Separation Agreements, and Settlement Agreements Despite the EEOC, NLRB, and SEC Recent Enforcement Agendas**

Clear Law Institute Webinar

November 6, 2015

**Drafting Severance and Confidentiality Agreements Amid New EEOC, NLRB, and Now SEC Scrutiny**

Strafford Publications Webinar

September 9, 2015

**2015 Houston Employer Conference**

Houston, TX

August 13, 2015

**Working With Expert Witnesses Throughout Your Employment Law Case**

Florida Bar Association Webinar

February 24, 2015

**Furloughs, WARN, Reductions-in-Force and Other Cost-Savings Considerations in the \$40 per Barrel Oil Economy**

February 11, 2015

**What Employers Can do to Secure Effective Releases, Separation Agreements, and Settlement Agreements Despite the EEOC and NLRB's Recent Enforcement Agendas**

December 11, 2014

**Wage & Hour Issues in the Oil Patch**

December 2, 2014

**Managing Outside Counsel – The Benefits of Value Billing**

2014 Legal Seminar - Petroleum Equipment & Services Association (PESA), Houston, TX

November 7, 2014

**Drafting Severance and Confidentiality Agreements Amid New EEOC and NLRB Scrutiny**

Strafford Publishing Company Webinar

November 4, 2014

**Wage & Hour Issues in the Oil Patch**

Houston, TX

October 24, 2014

**Friday Night Massacres: Employment, Benefits, and Union Issues in Turnarounds**

Annual Meeting - Turnaround Management Association, Toronto, Canada

September 30, 2014

**Drafting Severance and Confidentiality Agreements Amid New EEOC and NLRB Scrutiny**

Strafford Publishing Company Webinar

September 24, 2014

**The 2014 Houston Employer Conference**

Houston, TX

August 14, 2014

**Critical Changes to Mexico and Venezuela's Labor Landscape and the Implications for U.S. Employers**

Houston, TX

January 29, 2013

**The 2012 Houston Employer Conference**

Houston, TX

August 2, 2012

**Business or Pleasure: The Challenges of “Bring Your Own Device” (BYOD) Policies in the Workplace**

Littler Mendelson, Houston, TX

August 2, 2012

**Successful Project Management for In-House Counsel**

Littler Mendelson, Scottsdale, AZ

May 9, 2012

**Recent Developments in FLSA Collective Actions**

Employment Law Committee - Houston Bar Association

October 2011

**Cross-Border Employment – Understanding the Legal Challenges of Managing a Global Workforce**

Global HR Business Education Conference

October 2011

### **The 2011 Houston Employer Conference**

Houston, TX

August 11, 2011

### **Ethics in Employment**

Great American Insurance Company

2011

### **Using Serengeti Tracker - More Than a Matter Management Tool**

Houston, TX

March 4, 2010

### **Alternative Fee Arrangements for Law Firms and Corporate Law Departments**

Strafford Publishing Company Webinar

2010

### **Day-to-Day Management and Implementation of Global Policies**

Employment and Industrial Relations Law Committee - International Bar Association, New Delhi, India

2010

### **Matter Management Systems**

Association of Corporate Counsel, Houston Chapter, Houston, TX

2010

### **Religion in the Workplace**

Priority Associates Luncheon Presentation, Houston Chapter, Houston, TX

2007-2010

### **Information Management in the Digital Age**

Houston, TX

September 23, 2009

### **Reductions in Force**

Houston, TX

March 12, 2009

### **RIFs, the Puzzle, the Process, the Alternatives**

The Woodlands Bar Association, The Woodlands

2009

**Relationship Management with Outside Counsel**

Association of Corporate Counsel, Houston Chapter Webinar, Houston, TX  
2009

**Settlement and Severance Agreements**

University of Houston Advanced Employment Law, Houston and Dallas, TX  
2009

**Alternative Billing: How to Implement Sustainable Programs for the Long Run**

West Legal Education Center Webinar  
2009

**Information Management in the Digital Age**

Association of Corporate Counsel, Houston Chapter, Houston, TX  
2009

**Basics for Reductions-in-Force**

2009 Employment Institute - Houston Bar Association, Houston, TX  
2009

**Settlement and Severance Agreements**

University of Houston Advanced Employment Law, Houston, TX  
2008

**Company Under Siege: Labor & Employment Issues Facing Troubled Companies**

Labor and Employment Committee Luncheon - Houston Bar Association, Houston, TX  
2008

**Voir Dire Demonstration**

Houston Bar Association Labor and Employment Institute  
2006

**Preparing to Win At Trial: A View from Both Sides**

Labor and Employment Committee Luncheon - Houston Bar Association, Houston, TX  
2006

**Dialogue on the American Jury**

Bellaire High School, Houston, TX  
2006

**Harassment and Discrimination**

Gevity, Houston, TX



2005

**Managing Difficult Return to Work Issues**

Council on Education in Management, Houston, TX

2005

**Complying with the HIPAA Privacy Rules: What you Need to Know**

Petroleum Equipment Suppliers Association (PESA), Houston, TX

2004

**Employee Classifications in the 21st Century: Compliance with the New USDOL White Collar Exemptions**

Gevery and various local chambers of commerce

2004

**Employee Classifications in the 21st Century: Compliance with the New USDOL White Collar Exemptions**

Right Consultants HR Roundtable, Houston, TX

2004

**Update on Privacy and Emerging Issues in Electronic Workplace Litigation: Policies and Practices to Safeguard Your Organization**

Council on Education in Management

2003

**Workplace Privacy**

Rio Grande Valley SHRM, Brownsville, TX

2003

**Hiring and Firing in Texas**

Sterling Education Services, LLC, Houston, TX

2003

**Non-Disclosure, Non-Competition, and Non-Solicitation Agreements: Ethical Lifeboats for Lawyers and Landmen When Jumping Ship**

Rocky Mountain Mineral Law Foundation Institute, Lake Tahoe

2002

**Employment Aspects of Corporate Due Diligence**

Conducting Bulletproof Due Diligence Seminar - Fulcrum Information Services Inc., Houston, TX

2001

**The Digital Employer**

Right Consultants HR Roundtable, Houston, TX

2001

### **Ethics Panel**

Mid-Year Meeting, Equal Opportunity Committee, Labor and Employment Law Section - American Bar Association, Tucson, AZ  
2000

### **The Digital Employer**

Enron Wholesale Markets Law Conference, The Woodlands  
2000

### **Ethics in Employment Cases**

Mid-Year Meeting, Equal Opportunity Committee, Labor and Employment Law Section - American Bar Association, Boca Raton, FL  
1999

### **Sexually Addictive Disorders And The Employer**

National Institute On The ADA - American Bar Association (ABA), Chicago, IL  
1999

### **Ethics in Employment**

Labor and Employment Section - Houston Bar Association, Houston, TX  
1998

### **Mock Trial of Workplace Privacy Case**

Annual Meeting - American Bar Association, Toronto, Canada  
1998

### **Ethics in Sexual Harassment Cases**

National Institute on Sexual Harassment - American Bar Association (ABA), Washington, D.C.  
1998

### **Ethics in Sexual Harassment Cases**

National Institute on Sexual Harassment - American Bar Association (ABA), Chicago, IL  
1997

### **Workplace Violence**

Council on Education in Management, Houston, TX  
1996

### **Employment Practices Liability Insurance**

Risk and Insurance Management Society, Inc.  
1996

### **Insurance Coverage of Employment Disputes**

Annual Meeting - American Bar Association, Chicago, IL

1995

### **Workplace Violence**

Council on Education in Management, Houston, TX

1994

### **Employing the Mentally Disabled: A Guide to Avoiding Liability Under the Americans with Disabilities Act**

Annual Meeting - American Bar Association, New Orleans, LA

1994

### **Terminating Employees Without Being Sued Under Texas Law**

The Cambridge Institute, Dallas and Houston, TX

1993

### **Establishing Essential Job Functions and Understanding the Selection Process Criteria under the Americans with Disabilities Act**

South Texas College of Law, Houston, TX

1992

### **Terminating Employees Without Being Sued Under Texas Law**

The Cambridge Institute, Austin and Houston, TX

1992

### **Recent Developments in Race and Sex Discrimination**

University of Houston Law Center, San Antonio, TX

1991

### **Employment Litigation, Advanced Litigation Seminar**

University of Houston Law Center, Houston and Dallas, TX

1991

### **Remedies and the Court's Charge in Labor and Employment Cases**

South Texas College of Law - Houston Bar Association, Houston, TX

1991

### **Employment Law**

National Association of Credit Managers

1991

### **Employment Law**

Texas Association of Steel Importers, Houston, TX  
1991

### **Recent Supreme Court Decisions on Race and Sex Discrimination**

University of Houston Law Center, Houston, TX  
1990

### **The Safe and Efficient Workplace, How to Deal with Drug and Alcohol Abuse**

Bryan/College Station Small Business Development Council  
1990

### **Health Issues, The Workplace and the Law**

Council on Education in Management  
1990

### **Workplace Disability Laws, Occupational Medicine for the Practicing Physician**

Baylor College of Medicine  
1989

### **Expanding Issues of Privacy in Employment**

South Texas College of Law  
1988

### **Discrimination Law Update**

South Texas College of Law  
1988

### **Age, Pregnancy and Handicap Discrimination**

University of Houston Law Center  
1985

### **Recent Developments in Traditional Labor Law**

South Texas College of Law  
1984

**Numerous firm seminars, conferences, and breakfast briefings on all aspects of employment law**

### **Books & Book Chapters**

- *Reductions-in-Force*, LexisNexis, 2025
- *Emotional Injury and Employment Causes of Action, The Practitioner's Guide to Defense of EPL Claims* 4th ed., Chapter 7, Editor, Wilson, ABA/TIPS, 2018

- *Employment Law Trials: A Practical Guide*, LexisNexis, 2005
- *Fundamentals of Employment Law*, Co-authors: Ford and Hill, ABA/TIPS, 2000
- *Guide to Equal Employment Practices*, Co-author: McCandless, Warren Gorham & Lamont, RIA Group Chapter 2, Race, Sex and National Origin; Chapter 6, Equal Pay; Chapter 9, Sections 2 (pregnancy, childbirth, and related conditions), 3 (marital and family status), and 9 (reverse discrimination and seniority); Chapter 14, Equal and Consistent Treatment, 1997
- *Littler on Bankruptcy & Employment Law Issues*, Littler National Employer Library