

## Donald J. Horton



### Of Counsel

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Don's practice is devoted exclusively to representing employers in all aspects of labor and employment law, including employment discrimination litigation, wrongful discharge litigation, ERISA litigation, Department of Labor and OFCCP audits, collective bargaining, union avoidance and general employment-related counseling.

### PUBLICATIONS

- "The ADA and FMLA - Are Company Attendance Policies in Jeopardy?" *Texas Lawyer* (July 21, 1995)

### PROFESSIONAL RECOGNITION

- Profiled as one of "Texas' Top Rated Lawyers" by *ALM* in Labor & Employment (2012)

### BRIEFINGS, SEMINARS & SPEECHES

#### Author/Speaker

- University of Houston Law Foundation, Advanced Employment Law Seminar, "NLRA—Working with Non-Traditional Labor Law, There's More to It Than Unions, and It Affects Almost Everyone," Houston (November 30 - December 1, 2006)
- University of Houston Law Foundation, Advanced Employment Law Seminar, "Whistleblower Claims, Including Sarbanes-Oxley," Houston (March 31-April 1, 2005), Dallas (April 7-8, 2005)
- University of Houston Law Foundation Employment Law Seminar, "Wage and Hour Law Issues," Houston (April 22-23, 2004), Dallas (April 29-30, 2004)
- Council on Education in Management, "The Definitive Guide to Employment Law for HR Professionals Texas Wage and Hour Supplement, Mastering the Essentials of the FLSA and State Wage and Hours Laws," Houston (January 28, 2003)
- University of Houston Law Center, Advanced Employment Law, "Investigating Employee Complaints and Misconduct," Dallas (August 9-10, 2001), Houston (August 16-17, 2001)
- Various Chemical Companies, Fall Conference 2000 "Organized Labor – New Use of Electronic Communications" (October 12, 2000)
- University of Houston Law Center, Employment Law for Lawyers and Human Resource Professionals, "Investigating Employee Complaints and Misconduct," Dallas (October 13, 2000), Houston (October 20, 2000)

### INDUSTRIES

Aviation  
Banking/Financial Services  
Construction  
Energy  
Finance  
Health Care  
Hospitality and Hotels  
Insurance  
Manufacturing and Sales  
Real Estate  
Restaurant  
Sports/Entertainment  
Technology

### PRACTICES

Labor and Employment  
Litigation

### EDUCATION

LLM, 1973, Labor Law, New York University School of Law  
JD, 1971, University of Houston Bates College of Law, *Houston Law Review*, Associate Editor, Order of Barons  
BBA, 1969, University of Houston

### ADMISSIONS

Texas 1972

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- Council on Education in Management, Personnel Law Update 1998, "Employer Alert! Negotiating the Hidden Hazards of Employing the Contingent Workforce" (November 9-10, 1998)
- Council on Education in Management, Family and Medical Leave Act Update 1998, "Invoking Your Statutory Rights to Control the Use of Intermittent Leave" (October 28, 1998)
- Council on Education in Management, Alternative Workforce, "Protecting Your Business From Hidden Liability When Contracting With Temp Agencies, PEOs and Independent Contractors" (September 23, 1998)
- Council on Education in Management, Personnel Law Update 1998, "Gripers, Whiners and Complainers—Will Your Treatment of a Perpetual Complainer Put Your Business on Trial?" (May 4-5, 1998)
- The University of Texas School of Law, 20th Annual Corporate Counsel Institute, "Outsourcing: Dealing With Independent, Contractors and Employees" (March 26-27, 1998, April 2-3, 1998)
- National Business Institute, Labor and Employment Law in Texas, "Preventing Lawsuits for Wrongful Termination" (March 11, 1998)
- Council on Education in Management, Keeping Your Workforce at Work, ADA, FMLA & Workers' Comp 1998, "Getting Employees Back to Work: Aggressive and Appropriate Responses to FMLA Leave" (March 5-6, 1998)

### AFFILIATIONS

- Houston Bar Association
- State Bar of Texas

**Certified** - Texas Board of Legal Specialization, Board Certified, Labor and Employment Law