

## **Ron Chapman, Jr.**

Texas Fellow Ron Chapman, Jr., a shareholder in the firm, is Board Certified in labor and employment law by the Texas Board of Legal Specialization. He represents employers in all areas of labor and employment law, including employment agreements and policies, discrimination, harassment, retaliation, wage and hour, non-competition and non-disclosure covenants, leaves of absence, unfair labor practices, union campaigns, collective bargaining, and workplace safety issues. He has defended clients in over 25 states and the U.S. Virgin Islands, including class and collective actions. Mr. Chapman also provides counseling to HR professionals and business owners, helping them navigate both legal and practical considerations.

Chambers USA lists Mr. Chapman as a Leading Lawyer in the field of labor and employment law, *Texas Monthly* consistently names him one of the state's "Super Lawyers," *D Magazine* has recognized him as one of the "Best Lawyers in Dallas," and the *Dallas Business Journal* has named him a "Top Corporate Defender," based on a poll of general counsels, judges, and other attorneys. Mr. Chapman is the counsel of choice for many high profile companies. Representative clients include Southwest Airlines, Blockbuster, Hertz, Greyhound, FedEx Office, Raytheon, Valero, D.R. Horton, Children's Medical Center, and La Madeleine. Based on his effectiveness and accomplishments in litigation and superior ethical reputation, Mr. Chapman was selected as a Fellow in the Litigation Counsel of America, a trial lawyer honorary society composed of less than one-half of one percent of American lawyers. Mr. Chapman is rated AV by Martindale-Hubbell, the highest rating available, as a testament to the fact that his peers "rank him at the highest level of professional excellence."

Various publications have relied on Mr. Chapman as a commentator on employment law issues, including the *Dallas Morning News*, *Financial Week*, *The National Law Journal*, *Texas Reporter*, *Ft. Worth Star-Telegram*, *Miami Daily Business Review*, *Business Insurance*, *Workforce Management*, *Staffing Success*, *Journal of Corporate Recruiting Leadership*, and *Law Office Administrator*. Similarly, Mr. Chapman has participated on multiple radio shows as an expert on labor and employment law issues. He is a frequent speaker at employment law seminars, routinely receiving positive reviews for his ability to explain complex issues in a straightforward manner.

Pursuant to an appointment by the Mayor of Dallas and the City Council, Mr. Chapman serves as Chairman of the city's Civil Service Board, which considers personnel disputes concerning city employees. He is a past Chairman of the North Dallas Chamber of Commerce, where he oversaw the most successful financial year in the then 53-year history of the organization.

Mr. Chapman received his B.A. in behavioral sciences and political science from Rice University, graduating *cum laude*. He then attended SMU School of Law on a full merit scholarship, graduating *cum laude* and as a member of the Order of the Coif. Mr. Chapman served as a judicial law clerk to Judge Robert Parker on the Fifth Circuit Court of Appeals.

## **Representative Trials**

*Sooter et al. v. Jefferson Dental Clinics, P.C.* Three weeks after four women complained about sexual harassment by the CFO, one woman quit and the company fired the other three, claiming they had been insubordinate. After a seven-day trial, the jury unanimously found for the employer. When the EEOC filed its own lawsuit on the same facts, the court ruled the judgment in the first lawsuit barred the EEOC from pursuing monetary relief or reinstatement on behalf of the individuals, even though the EEOC had not been a party to the first lawsuit. The *Daily Labor Report*, a national publication covering high-profile cases, featured the court's ruling.

*Jones v. Grinnell Corp.* A long-term, older employee sued for age discrimination after a younger supervisor terminated his employment, despite the terminated employee's positive performance evaluations. Following a four-day trial and an appeal to the Fifth Circuit Court of Appeals, the court ruled in favor of the employer on all claims.

*Long et al. v. Eastfield College.* Two women, one a human resources assistant, repeatedly complained about race and sex discrimination. The employer terminated their employment. After a four-day trial, the jury unanimously found for the employer.

## **Recent Published Articles**

*Walking the Tightrope: Conducting Background Checks While Avoiding Liability* (April 2006)

*Fairness is Essential in Pre-employment Assessments* (June 2006)

*Increasing Workforce Diversity the Right Way* (Sept. 2006)

*High Court Takes Broad View of Retaliation* (Sept. 2006)

*Texas Supreme Court Enforces Covenant not to Compete* (Oct. 2006)

*Considering Personal Appearance in the Recruiting Process* (Oct. 2006)

*When Johnny Comes Marching Home... and Needs a Job: Employment Discrimination Against Veterans* (Nov. 2006)

*Employee Raiding: Fair Competition or a Lawsuit Waiting to Happen?* (Feb. 2007)

*Love is in the Air – Evaluating Office Romance Policies* (Feb. 2007)

*Web Accessibility: What Employers Should Know* (April 2007)

*Employers Face Potential New Genetics Law* (May 2007)

*Hiring Practices: Employers Must Carefully Scrutinize English-Language Requirements* (June 2007)

*New Guidance on Family Responsibilities Discrimination* (Oct. 2007)

*Employers Must Ensure Legal Compliance, Even if They Outsource* (Nov. 2007)

*Employers and Employees May Be at Risk for Unfair-Competition Claims* (Feb. 2008)

*Avoiding Discrimination Claims Stemming from Pre-employment Physical and Psychological Testing* (May 2008)

*“Yes We Can” Expect Substantial Changes in Labor & Employment Law in the Obama Administration* (Feb. 2009)