



## RICHARD R. BRANN

Partner, Labor & Employment

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### Education and Honors

J.D. (*magna cum laude*), The University of Texas School of Law, 1968  
Order of the Coif  
Chancellors  
Associate Editor, *Texas Law Review*  
Phi Delta Phi

B.A. (*magna cum laude*), political science and history, Mississippi State University, 1965

Listed in *The Best Lawyers in America* for labor and employment law every year since 1983, and in the Chambers USA Guide *America's Leading Business Lawyers* every year since 2003

Listed in *The International Who's Who of Business Lawyers* for Management Labour and Employment, 2006

Named a "Texas Super Lawyer" and one of the "Top 100 Houston Region Super Lawyers" by *Texas Monthly* and *Law & Politics* every year since 2003

### Court Admissions and Affiliations

Board Certified in Labor and Employment Law by the Texas Board of Legal Specialization

College of Labor and Employment Law, Fellow

State Bar of Texas, Pattern Jury Charges Oversight Committee

United States Courts of Appeals for the Fifth and Eleventh Circuits

United States District Courts for the Northern, Southern, Eastern, and Western Districts of Texas

### Concentration

Labor and employment law, including defending allegations of discrimination, unfair labor practices, OSHA claims, and wrongful discharge

### Summary

For over thirty-five years, Richard Brann has represented management exclusively in all aspects of labor and employment law.

Mr. Brann has defended employers in a variety of employment lawsuits, including class actions alleging race and sex discrimination and many individual lawsuits and EEOC proceedings under federal and state employment laws. He also represents employers in disputes with labor unions under the National Labor Relations Act and the Railway Labor Act, and represents employers under the Occupational Safety and Health Act. Mr. Brann counsels with and provides training to employers on how to manage workplace legal issues and prevent employment lawsuits.

### Publications, Speeches, and Presentations

#### Publications

- Chapter Chair for Chapter 6, "Race and Color," *Employment Discrimination Law*, 4th ed., Bureau of National Affairs, 2007
- "References in 2000: Is Silence Still Golden?" *Texas Labor Letter*, October 2000 (D'Andra Shu, co-author)
- "Minimizing Claims of Discrimination During Downsizing," *Texas Labor Letter*, July 1999
- "Employment Records: What to Keep and What to Throw Away," *Texas Labor Letter*, March 1998
- "The Enigmatic ADA: Some Answers Emerge for Texas

United States Supreme Court

Houston Bar Association, Labor and  
Employment Law Section, past Chair

Employers," *Texas Labor Letter*, September 1997

### Speeches and Presentations

- "Workplace Romances: Minimizing the Risks of Internal Affairs," 29th Annual Employment Relations Symposium, Texas Association of Business, San Antonio, July 2007
- "Settlement Agreements: A Look at Negotiating and Defending Standard and Unstandard Provisions (Employer's Perspective)," State Bar of Texas, Labor and Employment Law Section, Houston, November 2005
- "The Latest and Greatest Case Law Developments," Labor and Employment Law Advanced Practices Symposium, Napa, California, November 2005
- "Document Destruction: Why Not? What to Keep and What to Throw Away," 10th Annual Conference on Labor and Employment Law, The University of Texas, Austin, May 2003
- "Bet the Company Cases: When Employees Bet They Can Get Big \$\$ From Your Company," Managing a Workforce in 2002, sponsored by *Texas Employment Law Letter*, Houston, Austin, and Dallas, April 2002
- "Addressing Employee Misconduct: How to Avoid the Botched Investigation," Managing a Workforce in 2001, sponsored by *Texas Employment Law Letter*, Houston, May 2001
- "Reductions in Force: Avoiding and Defending Claims of Age and Other Discrimination During Downsizing," 21st Annual Corporate Counsel Institute, Houston, April 1999
- "Workers' Compensation, the Americans With Disabilities Act, and the Family and Medical Leave Act: Separating the Mixture," Texas Self-Insurance Association and Texas Certified Self-Insured Guaranty Association, Galveston, October 1998
- "Employer Liability for the Acts of Supervisors," 5th Annual Conference on Labor and Employment Law, The University of Texas School of Law, Austin and Dallas, May 1998