

## Douglas C. Bracken

**DIRECTOR**

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Douglas Bracken is a board-certified employment law attorney who handles all aspects of employment law, from drafting agreements and employment policies, to litigating all types of employment, labor and business disputes in state and federal court, as well as before governmental agencies such as the EEOC, DOL, OSHA and TWC. He regularly defends companies and management against claims of discrimination, harassment and retaliation, wage and hour claims, as well as prosecutes cases involving non-competes and non-solicitation agreements. Douglas brings over 25 years of experience and an in-depth knowledge of employment regulations such as Title VII, ADA, ADEA, FMLA, FLSA, NLRA and all other applicable state and federal laws.

Douglas also serves as an employment law adviser to companies, helping them develop sound policies and procedures to ensure compliant operations within the company and avoid or mitigate the impact of employee claims. He also advises companies and their executives on employment agreements, including covenants not-to-compete and non-solicitation agreements. Douglas' proactive approach to employment law has helped many clients avoid litigation and minimize its impact on the business.

In addition, Douglas advises and defends "nonsubscriber" employers who have opted out of the Texas Workers' Compensation Act on both negligence and ERISA issues. Texas nonsubscriber defense is a specialized, but growing area as more and more companies opt out of the state's workers' comp plan and elect to manage those claims independently, and Douglas provides experienced representation and defense to these employers.

### Practice Focus

Litigation, Nonsubscriber Defense, Employment

### Honors

- Board Certified, Texas Board of Legal Specialization, Labor and Employment Law
- Best Lawyers in Dallas, D Magazine (2018)
- College of the State Bar of Texas

### Admissions

- State Bar of Texas, 1992
- U.S. Supreme Court
- U.S. Court of Appeals, Fifth Circuit
- U.S. District Court, Northern District of Texas
- U.S. District Court, Southern District of Texas



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#### **LAW SCHOOL**

Texas Tech University School of Law  
J.D., 1992

#### **UNDERGRADUATE**

Washington and Lee University  
B.A., *cum laude*, 1989

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- U.S. District Court, Eastern District of Texas
- U.S. District Court, Western District of Texas
- U.S. District Court, District of Colorado
- U.S. District Court, Northern District of Illinois

## Associations

- College of the State Bar of Texas
- State Bar of Texas, Labor and Employment Section
- State Bar of Texas, Litigation Section
- Dallas Bar Association

## Community

- Board of Directors, Goodwill Industries of Dallas
- Board of Directors, Scots Baseball Club, Inc.