Robin G. Shaughnessy

Partner

Dallas
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Robin represents employers in a vast array of industries on a broad range of employment-related matters.

OVERVIEW

Robin has extensive experience litigating and advising clients in matters involving a variety of state and federal employment issues, including those arising under Title VII, the Age Discrimination in Employment Act, the Americans with Disabilities Act, and the Worker Adjustment and Retraining Notification Act. She also represents clients in various wage and hour matters, including employee and independent contractor misclassification claims. Additionally, Robin regularly drafts, defends, and enforces employment agreements, restrictive covenant agreements, and other employment-related contracts; advises and assists clients involved in local and nationwide reductions in force; and regularly conducts and advises clients in employment investigations.

In addition to employment litigation and counseling matters, Robin also has extensive experience in the labor and employment aspects of mergers and acquisitions transactions on both the buy and sell side. She assists clients with understanding and mitigating employment-related risks and exposure in a variety of industries, including hospitality, insurance, and technology.

REPRESENTATIVE MATTERS

- Defends a large hospital in a pregnancy discrimination and retaliation lawsuit under Title VII and the Texas Labor Code.
- Defends a title company against collective action claims involving employee misclassification and unpaid overtime claims under the Fair Labor Standards Act.
- Defends a large credit card company in a race, national origin, and retaliation lawsuit under Title VII and the Texas Labor Code.
- Represents a nationwide janitorial and building maintenance company in obtaining a temporary restraining order against a former employee and his new employer for misappropriation of confidential information and breach of his noncompetition and non-solicitation agreements.
- Assists a client in understanding and mitigating employment-related risks associated with the purchase of a cable installation company.

AWARDS

- *The Best Lawyers in America®*, Employment Law – Management (2015-2026), Litigation – Labor & Employment (2022-2026)
- *Super Lawyers®* Texas Rising Star, Employment Law (2011-2014)

TOP AREAS OF FOCUS

- Employment Counseling
- Litigation + Trial
- Mergers + Acquisitions

ALL AREAS OF FOCUS

- Corporate
- Educational Institutions
- Employment Counseling
- Government Claims + Investigations
- Independent Contractor Misclassification + Compliance
- Labor + Employment
- Labor + Employment Litigation + Dispute Resolution
- Litigation + Trial
- Mergers + Acquisitions
- Noncompete + Trade Secrets
- OSHA + Workplace Safety
- Private Equity
- Wage + Hour Matters

PROFESSIONAL/COMMUNITY INVOLVEMENT

- Member, State Bar of Texas
- Member, Dallas Bar Association
- Member, board of directors, Animal Rescue of Texas, Inc.

EDUCATION AND CERTIFICATIONS

EDUCATION

- The University of Texas School of Law, J.D., *with honors*, 1999
- Baylor University, B.S., *magna cum laude, Phi Beta Kappa*, 1996

BAR ADMISSIONS

- Texas

COURT ADMISSIONS

- 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. Court of Appeals, Fifth Circuit

SPEAKING ENGAGEMENTS

- Speaker, "Hot Topics in Wage and Hour Law," Locke Lord, May 6, 2021.
- Speaker, "The Top Ten List: Common Employer Missteps and How to Avoid Them," Locke Lord, May 2, 2019.

PUBLICATIONS

- Author, "Preparing for the November Election: Best Practices for All Employers," Locke Lord, October 2024
- Author, "Employees 'Speak Out!': How the Speak Out Act Will Affect Employee Non-Disclosure Agreements," Locke Lord, February 2023.
- Author, "Employers Are Reminded to Review Compliance with the Now-Effective New Overtime Rules as Soon as Possible," Locke Lord, January 2020.