

LAWRENCE J. MCNAMARA

Of Counsel / Dallas, Houston

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Board Certified in Labor and Employment Law, with over 35 years of experience, Larry practices litigation and labor and employment law.

He counsels and defends companies in matters relating to discrimination, wrongful discharge and employment torts, employer-union relations, employment agreements, non-competition covenants, trade secrets and confidential information, fair labor standards, safety and health, pension and benefits. Larry brings a creative, results-oriented approach to his clients, several of whom have been with him since 1978. He has successfully resolved disputes through jury trials, arbitrations, and mediations.

Larry served as the managing partner in FordHarrison's Dallas office for five years before leaving to accept an in-house position as Senior Counsel for Labor & Employment for a large multinational petroleum company. In 2019, Larry rejoined FordHarrison and brought with him a unique understanding of the challenging day-to-day workplace issues that in-house counsel must navigate.

Larry was appointed by Governors Rick Perry and Greg Abbott to the Appraisal Management Company Advisory Committee, responsible for making recommendations to the Texas Appraiser Licensing and Certification Board (TALCB) regarding the regulation of Appraisal Management Companies (AMCs). 2013-2017.

Representative Experience

- » Representation of a nationwide transportation company in all aspects of its labor and employment relations, including union organizing campaigns, collective bargaining, arbitration of grievances, NLRB charges, strike-related actions, employment discrimination claims, and ERISA litigation.
- » Representation of international oil and gas industry manufacturing and engineering services companies in matters regarding both domestic and expatriate employees, including advice and litigation regarding contract, trade secret, employment discrimination claims, and labor

EDUCATION

- » Vanderbilt University Law School (J.D., 1976)
- » Illinois College (B.A., *cum laude*, 1973)

BAR ADMISSIONS

- » District of Columbia
- » Texas

COURT ADMISSIONS

- » U.S. Supreme Court
- » U.S. Court of Appeals for the Fourth Circuit
- » U.S. Court of Appeals for the Fifth Circuit
- » U.S. Court of Appeals for the Seventh Circuit
- » U.S. Court of Appeals for the Eighth Circuit
- » U.S. Court of Appeals for the Ninth Circuit
- » U.S. District Court for the Eastern District of Texas
- » U.S. District Court for the Northern District of Texas
- » U.S. District Court for the Western District of Texas
- » U.S. District Court for the Southern District of Texas
- » U.S. District Court for the District of Colorado
- » U.S. District Court for the

relations matters.

District of Minnesota

- » Representation of nationwide telecommunications company in numerous employment discrimination lawsuits and contract claim litigation.
- » Representation of oil and chemical companies in class action employment discrimination cases.
- » Representation of manufacturing company in arbitration of executive contract claims and in employment discrimination actions.
- » Representation of financial services company in FLSA collective action, employment discrimination, and unfair competition matters.
- » Representation of nationwide services company in trade secret and noncompetition agreement litigation.
- » Representation of nationwide retail company in employment discrimination and employment tort litigation.
- » Representation of nationwide paper and forestry products company in union-employer relations, arbitrations, noncompetition agreements, misappropriation and unfair competition claims, and employment discrimination litigation.
- » Representation of university in employment matters.
- » Representation of a major oil company in all aspects of employment and labor relations matters.

Honors & Awards

- » AV® Preeminent Peer Review Rated by Martindale-Hubbell
- » "Texas Super Lawyers" (*Texas Monthly* magazine, 2003-2016)
- » "The Best Lawyers in America" (*U.S. News & World Report*, 2006-2017)
- » "The Best Lawyers in Dallas" (*D Magazine*, 201-2017).
- » "America's Leading Business Lawyers" (*Chambers USA*, 2004, 2008)
- » "Top Lawyers" (*Corporate Counsel* magazine, 2008, 2011)

Memberships

- » Member, American Bar Association: Employment and Labor Law Section; Litigation Section; Computer Law Committee
- » Fellow and Member, Dallas Bar Association

- » Member, Bar Association of the Fifth Federal Circuit
- » Phi Beta Kappa

Events

- » August 24, 2023 - Texas Employment Law Update - FordHarrison Texas Webinar Series

Offices

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