



JEFF BARNES

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Jeff Barnes is a partner in the firm's Houston office. He is Board Certified in Labor and Employment Law by the Texas Board of Legal Specialization. He represents employers before state and federal courts and administrative agencies in a variety of employment law matters.

Jeff has substantial experience representing employers, both as plaintiff and defendant, in litigation involving breach of non-compete agreements, theft of trade secrets, and unfair competition. He also works with clients to draft non-compete, non-solicitation, and confidentiality agreements, and regularly advises his clients regarding non-compete and trade secret issues.

Jeff also focuses his practice on Fair Labor Standards Act (FLSA) collective actions. In addition to representing employers in FLSA litigation, he advises employers about wage and hour laws to ensure his clients are in compliance with the complex regulations governing employee compensation.

Furthermore, Jeff helps employers avoid employment litigation by conducting training, developing policies and procedures designed to minimize exposure to litigation claims, and partnering with corporate counsel and human resources professionals on day-to-day employment matters.

Jeff has been selected for inclusion in *Texas Super Lawyers - Rising Stars* every year since 2007.

PRACTICES

Covenants Not to Compete
Unfair Competition and Trade Secrets Litigation
Fair Labor Standards Act
Labor and Employment Litigation
Wrongful Termination Counseling
Class and Collective Actions

EDUCATION

University of Virginia School of Law
J.D. 2004
Washington & Lee University
B.A. 2001, magna cum laude

BAR ADMISSIONS

Texas

COURT ADMISSIONS

U.S. Court of Appeals for the Fifth Circuit
U.S. District Court for the Eastern District of Pennsylvania
U.S. District Court for the Eastern District of Texas



Professional Activities

- Member, Houston Bar Association, Labor & Employment Section

Community Activities

- Board Member, The Center for Success & Independence (2010-2014)

News

Two Attorneys Named to the 2016 List of Texas Rising Stars
3.4.16

Seminars & Speaking Engagements

"Noncompete and Trade Secrets Update," TexasBarCLE Advanced Employment Law Course; Dallas, Texas
1.15.16

"The New Frontier of Trade Secrets," 26th Annual Labor & Employment Law Institute, State Bar of Texas; San Antonio, Texas
9.19.15

"Protecting Trade Secrets and Important Business Information," Texas Association of Business / SHRM 2015 Employment Relations Symposium; San Antonio, Texas
7.10.15

"The Pitfalls of BYOD," Employment Law Update: The Oil Patch & Beyond; Houston, Texas
6.25.15

"FLSA 101," Nonprofit Employment Law Academy; Houston, Texas
2.17.15

"The Texas Uniform Trade Secrets Act," 25th Annual Labor and Employment Law Institute, State Bar of Texas; San Antonio, Texas
9.19.14

"The FLSA's Good Faith Defense and the Attorney-Client Privilege," University of Texas Labor & Employment Conference; Austin, Texas
5.15.14

"EEOC Update," Nonprofit Employment Law Academy; Houston, TX
3.20.14

U.S. District Court for the Northern District of Texas

U.S. District Court for the Southern District of Texas

U.S. District Court for the Western District of Texas



"Calculating Overtime to the Letter of the Law," Bridgeport FLSA Litigation & Management Symposium; Houston, Texas
9.20.13

Articles

Defend Trade Secrets Act: How To Inform Employees
5.25.16

Energy Companies Face Potential Lawsuits If Layoffs Don't Follow the Letter of the Law
1.29.16