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Janet A. Hendrick

SHAREHOLDER

Janet Hendrick is an experienced employment litigator who tackles each of her client's problems with a tailored, results-oriented approach. Whether training managers on employment law compliance to minimize an employer's legal risk or representing the employer in court or arbitration, she brings years of experience and in-depth legal knowledge to deliver results.

CONTACT

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Dallas

469.485.7334 Direct 214.434.1370 Fax

Oklahoma City

Main

PRACTICE AREAS

Labor and Employment

EDUCATION

- Southern Methodist University School of Law (J.D. 1991, cum laude, Order of the Coif)
- University of Texas at Arlington (B.A. 1984)

ADMISSIONS

- Texas
- U.S. District Court, Eastern District of Texas
- U.S. District Court, Northern District of Texas
- 2018, U.S. District Court, Southern District of Texas
- 2018, U.S. District Court, Western District of Texas

BIOGRAPHY

Janet Hendrick is an experienced employment lawyer who tackles each of her client's problems with a tailored, results-oriented approach. Whether training managers on employment law compliance to minimize an employer's legal risk or representing employers in high stakes employment or trade secret litigation, she brings years of experience and in-depth legal knowledge to deliver results.

Janet regularly appears in state and federal court to defend employers of all sizes against discrimination, harassment, retaliation, and related claims. Rather than simply managing a case, Janet applies a resolution strategy from the beginning of a matter that informs every decision, always with her clients' goals in mind. Her approach has led to successful resolution of claims whether by dispositive motion, favorable settlement, or judgment.

To help clients avoid litigation, she helps employers navigate high-risk employment decisions and audits, and trains management in a user-friendly, interactive style that results in a more productive and positive work environment and fewer claims. Janet prepares employment contracts and arbitration agreements, and prepares, defends, and enforces restrictive covenants, including non-competition agreements.

Janet is a member of the Fellows of the Texas Bar Foundation, one of the highest honors from the State Bar of Texas, based on her contributions to the legal profession and commitment to the community. She is a sought-after speaker and author on topics including gender diversity in the legal profession, workplace accommodations and leave management and evolving workplace protections of LGBT employees. Janet has also been a guest lecturer at SMU Dedman School of Law.

Deeply committed to the advancement of women in the legal profession, Janet is an active member of the National Association of Women Lawyers. She is also a member of the labor and employment law sections of the American Bar Association, the State Bar of Texas, and the Dallas Bar Association.

EXPERIENCE

- Representing national and regional employers in industries including healthcare, insurance, construction, oil and gas, manufacturing, and fintech comply with workplace laws and protect their businesses
- Representing employers against claims of discrimination, harassment, retaliation, wage and hour violations, and related employment claims in state

- and federal court and arbitration
- Representing employers in employee defection/noncompete litigation
- Representing employers in EEOC, NLRB, and OSHA proceedings and investigations
- Advising and training employers on issues relating to COVID-19 pandemic, sexual harassment prevention, employee leaves, and disability and religious accommodations
- Conducting investigations and audits and other prevention and compliance initiatives
- Drafting executive employment agreements, protective covenants (noncompetition, nonsolicitation, confidentiality), arbitration agreements, and employment policies and handbooks

EXPERTISE

- Investigations and audits
- Sexual harassment prevention/litigation
- Employee defection litigation
- Employee leave (ADA/FMLA)
- Disability and religious accommodations
- Training (anti-harassment, anti-discrimination, sensitivity, diversity)
- Employment agreements

PROFESSIONAL ORGANIZATIONS

- Member of the Fellows of the Texas Bar Foundation
- American Bar Association Labor and Employment Section
- Dallas Bar Association Labor and Employment Section
- Collin County Bar Association
- National Association of Women Lawyers (member of Annual Meeting Planning Committee)
- North Texas GLBT Chamber of Commerce (Chair of Chamber/Foundation Governance Committee)

RECOGNITION

- Recognized as Dallas Top 50 Women in Law by Texas Diversity Council
- Recognized as Top 15 Business Women in Dallas by National Women's Council

PUBLICATIONS

Presentations

- 2019 Employment Law Update, DFW Chapter-Construction Finance Management Association
- \bullet 2019 SMU Dedman School of Law Business Law Boot Camp: Labor & Employment Law
- 2019 Legal Updates Impacting LGBTQ Employees-Texas Business Equality Conference Keynote Speaker
- \bullet 2018 SHRM National Conference (Chicago) on Mental Health Conditions in the Workplace
- 2018 Women Chefs and Restaurateurs (WCR) National Conference (Minneapolis) on #MeToo in the Restaurant Industry
- 2017 HRSouthwest Conference on LGBT Issues in the Workplace
- 2017 Leadership & Diversity Conference Panelist
- 2017 LGBT Allies Diversity Summit Panelist
- 2017 Women in Leadership Symposium Panelist
- 2016 TrendHR HR Legal Conference
- 2015 TrendHR HR Legal Conference
- 2014 TrendHR HR Legal Conference

Webinars

- Leave & Reassignment as Reasonable Accommodations Under the ADA
- Mental Health Conditions in the Workplace

- LGBT Workers: What Employers Need to Know to Navigate Uncharted Territory and Remain Legally Compliant
- Understanding Wage & Hour Issues and Preparing for Investigations
- Dealing with Misclassified Employees Under the FLSA: What Employers Should Do

Publications

- Possible Relief for FMLA Administration Pain Points
- <u>Supreme Court Holds Employees May Not Arbitrate Class Claims Unless Arbitration Agreement Unambiguously Provides for Class Arbitration</u>
- <u>Not a Trump Card? Shuttle Drivers are Independent Contractors Under NLRB Test Emphasizing Entrepreneurial Opportunity</u>
- <u>Supreme Court Holds Independent Contractor Drivers Subject to Exemption</u> from Arbitration
- Religious accommodations at work
- Texas Appeals Court Sends Noncompete Dispute to Arbitration
- ALERT: Austin Court of Appeals: Austin Paid Sick Leave Unconstitutional
- Phillips Murrah Director Janet Hendrick mentioned in Power Players: Women Leading in Law
- <u>Dallas employment attorney Janet A. Hendrick tells Law360 why she joined Phillips Murrah</u>
- Phillips Murrah welcomes Janet A. Hendrick to Dallas office
- SCOTUS Weighs in on Waiver of Right to Arbitrate
- Return-to-Work Medical Exams: Individualize, Not One Size
- Effective Immediately, Biden Administration Outlaws Mandatory Arbitration of Sexual Harassment Claims
- Double Trouble? What Employers Can Expect from the Five-Year Collaboration Between the Department of Labor and the National Labor Relations Board
- Continuation of Pandemic-Related Remote Work as an ADA Accommodation: Lessons from the EEOC's First Lawsuit
- Is This the End of Non-Compete Clauses in America?
- As Dallas Businesses Scramble to Comply with Murky Mask Mandate, Governor Files Court Challenge
- Texas Small Businesses Beware: New Laws Expand Liability for Sexual Harassment Claims
- Biden Administration Aims to Limit Non-Compete Agreements
- OSHA issues COVID-19 Emergency Temporary Standard for healthcare employers
- Employment Law Update: EEOC's Latest Guidance on COVID-19 Vaccines
- Hendrick presenting at 2021 Texas Diversity Equity & Inclusion Conference
- Department of Labor announces return of liquidated damages for wage and hour claims
- Sign of the Times: Department of Labor publishes guidance on electronic postings and telemedicine visits in light of pandemic changes
- SCOTUS declines to hear same-sex parent case
- Phillips Murrah recognized as Champion of Justice Law Firm by Texas Access to lustice Commission
- Phillips Murrah maintains support of National Association of Women Lawyers as 2020 Sustaining Sponsor
- U.S. Dept. of Labor releases paid leave guidance for employees with children returning to school
- PM Director Janet Hendrick praises Supreme Court LGBTQ decision
- Returning to Work A Post-Pandemic Workplace Safety Guide
- Phillips Murrah Shareholder Janet A. Hendrick elected as Fellow of the Texas Bar Foundation
- Hendrick partners with North Texas LGBT Chamber of Commerce
- Possible Relief for FMLA Administration Pain Points
- Supreme Court holds class action limits in employee arbitration contracts