



Becky Siegel Singer

Of Counsel

Becky Singer serves as Of Counsel in Phillips Murrah's Dallas office. She focuses her employment law practice on counseling business entities and senior-level individuals, helping them prevent potential issues and resolve existing ones.

Contact

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Dallas

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Practice Areas

- Labor and Employment

Education

- University of Texas School of Law (J.D., 1986)
- Columbia University (Barnard College, B.A., Political Science, 1983)

Admissions

- Texas
- Eastern and Northern Districts of Texas
- Fifth Circuit
- U.S. Supreme Court

Biography

Rebecca Siegel Singer is Of Counsel in the Dallas office of Phillips Murrah. With her forty years of employment law experience, first in government and then private practice, Becky has established the ability to astutely assess and navigate a full range of employment and labor law issues. Her primary focus is counseling clients – both business entities and highly placed individuals – to prevent potential problems or resolve existing legal issues, drawing on her deep experience to find the best path forward for the client.

Becky approaches each matter with a commitment to providing straightforward advice to her client, keeping in mind the unique goals and circumstances of each client. Many of her matters involve hybrid employment-litigation-corporate issues, and she enjoys working collaboratively with her colleagues to achieve the best outcome for their client.

Becky represents clients in EEOC, TWC, and other federal and state law administrative charges before agencies, litigation in state and federal courts, and representation in mediations and arbitrations. Becky represents employers in ADA, ADEA, Title VII, Texas Labor Code, and other civil rights charges and lawsuits; FLSA, FMLA, WARN, and other DOL-related compliance efforts and investigations; and TWC unemployment, wage, and other claims under Texas and other state laws.

Additionally, Becky advises both companies and individuals on contractual employment issues ranging from drafting employment agreements to negotiating severance agreements. She frequently works on noncompete, nonsolicitation, nondisclosure, and related matters, assisting in the drafting of documents, as well as threatened litigation and dispute resolution.

She also works with clients to develop and implement policies and procedures regarding all phases of the employment process, such as absences and leave, bonus and wage disputes, and individual terminations and mass layoffs. She also conducts managerial and staff training.

Professional Organizations

- Dallas Bar Association
- Texas Bar Association

Experience

Professional Background

- 40 Years of Experience: Decades of dedicated practice specializing in employment law.
- U.S. Department of Labor: Began her career in the Solicitor's Office at the Regional Office in Dallas.
- Private Practice Transition: Moved to the private sector after several years, first joining the prestigious Dallas-based firm Johnson & Gibbs.
- Fulbright & Jaworski: Joined the Dallas office and was admitted as a Partner in the Employment Law Section.
- Blackwell, Blackburn, Herring & Singer, LLP: Spent over a decade with the firm before joining Phillips Murrah.

Core Legal Accomplishments

- Federal & Appellate Victories: Successfully defended multiple federal court lawsuits that were affirmed by the Fifth Circuit and denied certiorari review by the U.S. Supreme Court. This includes successfully arguing a multi-plaintiff federal whistleblower case before the Fifth Circuit.
- Wage & Hour Investigations: Managed and resolved numerous company-wide Department of Labor (DOL) investigations that resulted in zero back wages due.
- Executive Defense: Represented a former high-ranking officer against a well-funded ex-employer, forcing the employer to completely abandon its claims and noncompete demands.
- Administrative Agency Defense: Defended multiple corporate clients against EEOC and Texas Workforce Commission (TWC) claims, securing "no cause" determinations or nominal settlements.

Client Loyalty & Professional Reputation

- Long-Term Client Retention: Proudly retained a core group of clients over several decades as her career transitioned from national to local firms.
- Opposing Counsel Referrals: Earned a reputation for exceptional legal skill and civility, frequently receiving case referrals from opposing in-house and private counsel based on their firsthand experience working against her.