

BOULETTE & GOLDEN L.L.P.

Jason S. Boulette
Biography



Jason is Board Certified in Labor and Employment Law by the Texas Board of Legal Specialization and has been repeatedly recognized as a *Texas Rising Star* and one of the *Best Lawyers in America*. Together with the other members of his firm, Jason offers a full array of employment-related legal services for employers, including litigation, labor-management relations, compliance audits, corporate counseling and training, and corporate immigration services.

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Education, Distinctions, and Admissions

- ◆ *University of Texas* – J.D., Chancellor, High Honors
- ◆ *University of Virginia* – B.A., Dean’s List
- ◆ *Texas Board of Legal Specialization* – Labor and Employment
- ◆ *The Best Lawyers in America* – 2006 to 2009
- ◆ *Texas Rising Stars* – 2004 to 2009
- ◆ *Admissions* – U.S. Supreme Court, Fifth Circuit Court of Appeals, and all federal district and state courts for Texas

Practice Areas

- ◆ *Employment Litigation* –FLSA, Title VII, ADEA, EPA, ADA, FMLA, TCHRA, retaliation, invasion of privacy, workers’ compensation, defamation, assault, and wrongful discharge
- ◆ *Unfair Competition Litigation* – covenant not to compete, theft of trade secret, breach of fiduciary duty, stock and restricted stock clawback and forfeiture, and tortious interference
- ◆ *Labor-Management Relations* – employee relations strategies, union readiness programs, union campaigns, ULP defense, CBA negotiation
- ◆ *Compliance Audits* – DOL, EEOC, NLRB, OFCCP, ICE, OSC, USCIS, VETS, TWC
- ◆ *Transactional* – Due diligence audits and reviews, drafting

and review of employment-related disclosure terms, executive contract negotiation

- ◆ *Corporate Training* – FLSA compliance, respectful workplace, performance management, discipline and termination, hiring and retention, leave management
- ◆ *Corporate Counseling* – Policy review, contract negotiation, reduction in force implementation, termination decisions
- ◆ *Corporate Immigration Services* – H1B, L1A, L1B, O1, EB1, EB2, EB3, PERM, AOS, EAD, AP

Select Speeches and Papers

- ◆ "Managing Social Media," University of Texas Labor and Employment Law Conference, May 20, 2010
- ◆ "Employer Immigration Update," University of Texas Labor and Employment Law Conference, May 29, 2009
- ◆ "The New FMLA Regulations," Texas State Auditors Office, February 23, 2009
- ◆ "Ethical Considerations for Blog-Related Discovery," 5 *Shidler J.L. Com. & Tech.* 1 (2008)
- ◆ "Attorney Ethics & Technology," University of Texas Labor and Employment Law Conference, September 4, 2008
- ◆ "National Origin Discrimination in an Immigration Age," University of Texas Labor and Employment Law Conference, May 30, 2008
- ◆ "A Brave New World: Covenants Not to Compete After *Sheshunoff*," State Bar of Texas, March 22, 2007
- ◆ "Blogs: Doocing and Beyond," University of Texas Labor and Employment Law Conference, May 19, 2006
- ◆ "Conducting An Investigation," University of Houston Law Foundation, December 3, 2004
- ◆ "The New FLSA Regulations," University of Texas Labor and Employment Law Conference, May 6, 2004
- ◆ "Coordinating the FMLA, ADA, and Workers' Comp," University of Houston Law Center, April 23, 2004
- ◆ "Security vs. Privacy," Personnel Administrators of Texas Senior Colleges and Universities, January 13, 2003