

# BOULETTE & GOLDEN L.L.P.

Michael J. Golden  
Biography



Mike is Board Certified in Labor and Employment Law by the Texas Board of Legal Specialization. Mike represents employers in a wide range of labor, employment, and immigration matters, including litigation, training, counseling, and immigration services.

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**Michael J. Golden**  
Partner  
1221 S. MoPac  
Suite 300  
Austin, TX 78746

## Education, Distinctions, and Admissions

- ◆ *University of Texas* – J.D. with High Honors, Chancellor, Order of Barristers, Order of the Coif, Texas Law Review
- ◆ *Georgetown University*– B.A., cum laude
- ◆ *Texas Board of Legal Specialization* – Labor and Employment
- ◆ *Texas Rising Stars* – 2008, 2009, 2010
- ◆ *Admissions* – U.S. Supreme Court, Fifth Circuit Court of Appeals, and all federal and state courts for Texas

512.732-8902 : ph  
512.732-8905 : fax  
[mike@boulettegolden.com](mailto:mike@boulettegolden.com)

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## Practice Areas

- ◆ *Employment Litigation* – Defense of FLSA, Title VII, ADEA, EPA, ADA, FMLA, TCHRA, retaliation, workers' compensation, defamation, breach of contract, and wrongful discharge claims including jury trials, arbitrations, and appeals
- ◆ *Unfair Competition Litigation* – Prosecution and defense of covenant not to compete, theft of trade secret, breach of fiduciary duty, stock and restricted stock clawback and forfeiture, and tortious interference claims
- ◆ *Agency Investigations & Compliance Audits* – DOL, EEOC, NLRB, OFCCP, ICE, OSC, USCIS, OSHA, VETS, TWC
- ◆ *Labor Matters* – Positive employee relations strategies, union readiness programs, union campaigns, ULP defense, CBA negotiations
- ◆ *Corporate Training* – FLSA compliance, performance management, discipline and termination, hiring and

- retention, leave management, reductions in force
- ◆ *Counseling* – Policy review, process development, contract negotiation, reduction in force implementation, termination decisions
- ◆ *Corporate Immigration Services* – H1B, L1A, L1B, O1, EB1, EB2, EB3, PERM, AOS, EAD, AP

#### Memberships and Associations

- ◆ President, Austin Young Lawyers Association, 2010-2011
- ◆ Lecturer, *Advanced Civil Litigation*, University of Texas School of Law, Fall 2004 to Spring 2010
- ◆ Associate, Robert W. Calvert American Inn of Court, 2008 to present
- ◆ National Championship Coach, University of Texas School of Law, ABA National Arbitration Competition, Fall 2005;
- ◆ Coach, ABA Labor & Employment Mock Trial, Fall 2008
- ◆ Coach, AAJ Student Trial Advocacy Competition, Spring 2002, Spring 2003, Spring 2004, Spring 2010

#### Select Speeches

- ◆ “Managing Social Media: From Baby Boomers to Gen-Y,” University of Texas County and District Clerks Legal Education Program, April 2010
- ◆ “State and Federal Legislative Update,” Austin Bar Association Labor & Employment Section, February 2010
- ◆ “2009 Immigration Update for Employers,” University of Texas Conference on Immigration and Nationality Law, October 2009
- ◆ “Attorney Ethics and Technology,” University of Texas Continuing Legal Education, March 2009
- ◆ “Update on Trade Secrets, Confidentiality Agreements and Fiduciary Duties of Employees,” University of Texas Continuing Legal Education, October 2008
- ◆ “USERRA Overview and FMLA Military Leave Update,” Williamson County Human Resources Association, April 2008