LAURA M. **MERRITT**

Partner

(512) 732-8903

laura@boulettegolden.com

Areas of Practice

Litigation

- Employment Litigation
- Unfair Competition Litigation

Employment Law

- Employment Litigation
- Employment Law Compliance
- Labor Management Relations

Education

University of Texas School of Law, Austin, Texas — J.D.

University of Texas, Austin, Texas — BA

Laura is Board Certified in Labor and Employment Law by the Texas Board of Legal Specialization and has been repeatedly recognized as a *Texas Super Lawyer (Thomson-Reuters)*. Representing employers in a wide range of employment and labor areas, Laura's practice includes litigation, training, counseling, collective bargaining and other labor union-related matters, and negotiating definitive and ancillary employee-related agreements in corporate transactions. Previously a partner with Wilson Sonsini Goodrich & Rosati, Laura joined Boulette Golden & Marin L.L.P. in 2015.

DISTINCTIONS

- Best Lawyers in America®, Employment & Labor Law Management, Labor & Employment Litigation 2018 to Present
- Best Lawyers in America® – Lawyer of the Year 2024
- Texas Super Lawyer – 2010 – 2025
- Austin Monthly Top Attorney in Labor & Employment – 2020-2025
- 12th Annual Austin Business Journal "Profiles in Power" Winner
- Admitted to the State Bar of Texas
- Admitted to the State Bar of Washington
- Board Certified since 2000 by the Texas Board of Legal Specialization in Labor & Employment Law
- Admitted to practice before the United States District Courts for the Western, Eastern, Northern, and Southern Districts of Texas

MEMBERSHIPS

- *Member*, Labor and Employment Law Section of: the State Bar of Texas and the Austin Bar Association
- *Member*, Austin Young Lawyers Association Fellows, Austin Bar Association, College of the State Bar of Texas
- *Fellow*, Texas Bar Foundation
- *Member*, (Master of the Bench), The Robert W. Calvert American Inn of Court
- *Member*, Travis County Women Lawyers Association
- *Member,* National Association of Women Lawyers

BAR ASSOCIATION LEADERSHIP

- State Bar of Texas, Labor & Employment Section Council Member, 2023-present
- *Past President*, The Robert W. Calvert American Inn of Court, 2023-2024
- *President*, The Robert W. Calvert American Inn of Court, 2022-2023
- *Counselor*, The Robert W. Calvert American Inn of Court, 2021-2022
- *Treasurer*, The Robert W. Calvert American Inn of Court, 2018-2020
- *Board Member*, Austin Bar Association 2015-2017
- *Board Member*, Travis County Women Lawyers Association 2008-09
- *Past President,* Austin Young Lawyers Association 2006-07
- *President,* Austin Young Lawyers Association 2005-06
- *President-Elect,* Austin Young Lawyers Association 2004-05
- *Board Member/Executive Committee,* Austin Bar Association 2004-2006
- *Treasurer,* Austin Young Lawyers Association 2003-04
- *Secretary,* Austin Young Lawyers Association 2002-03
- *Director,* Austin Young Lawyers Association, 2000-02
- *Director,* San Antonio Young Lawyers Association, 1996-97

COMMUNITY

- ZACH Theatre – Board Member since 2012
- AIDS Services of Austin – Former Board Chair, Board Member from 2001-2011
- Umlauf Sculpture Garden + Museum – Board Member from 2001-2006
- Health Alliance for Austin Musicians – Supporter
- Austin Bat Cave – Supporter
- American Short Fiction – Supporter

EXPERIENCE

- Advise clients in all areas of labor and employment law, including all federal and state anti-discrimination statutes, executive employment agreement drafting and negotiation, noncompetition and nonsolicitation agreements, separation agreements, collective bar gaining, employment agreements, employment policies and procedures, workers' compensation retaliation, immigration, reductions in force, Sarbanes-Oxley Act, Americans with Disabilities Act, National Labor Relations Act, WARN Act, Fair Labor Standards Act, Equal Pay Act, Family and Medical Leave Act, Uniformed Services Employment and Reemployment Act, Fair Credit Reporting Act, and Older Workers' Benefits Protection Act.
- Labor and employment law litigation in state and federal courts including discrimination, retaliation, whistleblower cases, wrongful discharge cases, wage and hour cases, breach of employment contracts, covenants not to compete, workers' compensation retaliation, sexual harassment, Family and Medical Leave Act, Taft-Hartley Act, WARN Act and employment torts.
- Manager and employee training regarding human resources best practices and labor and employment law compliance, including lawful hiring and recruiting techniques, labor union relations, religious accommodation, disability law compliance, leave management, lawful and effective discipline and documentation practices, harassment prevention and investigation, and investigations of employee misconduct allegations.
- Extensive administrative practice before the Equal Employment Opportunity Commission, and Texas Workforce Commission Civil Rights Division, Department of Labor, and National Labor Relations Board Practice includes employer responses and statements of position as well as representation of employers at investigations and administrative hearings.
- Significant experience advising clients in mergers and acquisitions, and negotiating definitive agreements as well as ancillary employee-related documents, with a focus on assisting clients in structuring corporate transactions to minimize employment-related risks and maximize the value of the transaction from an employment law perspective.
- Significant representation of companies in labor union matters including collective bargaining, pursuit and defense of unfair labor practice charges before the National Labor Relations Board, bargaining unit certification proceedings, union elections, grievance procedures and arbitrations. Advise clients and train managers regarding lawful employee relationsstrategies, collective bargaining and election campaign techniques.
- Frequent speaker on labor and employment law topics at State Bar and university-sponsored CLE programs, human resources and business organization seminars, and client seminars.
- Author of numerous articles on various employment topics, including: lawful hiring, religious accommodation, termination and documentation, employee surveillance and investigation, employee benefits and leave of absence, sexual harassment, disability law, workers compensation retaliation, employment law implications of technology in the workplace, remote work, workplace violence, covenants not to compete/trade secrets, and National Labor Relations Act issues.

BOARD CERTIFIED
Texas Board of Legal Specialization

RATED BY
Super Lawyers

LAURA M. MERRITT 2021
RECOGNIZED BY
Best Lawyers

TOP ATTORNEYS
2025
austin monthly