

Gayla C. Crain



Shareholder
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A seasoned attorney with over 34 years of experience, Gayla Crain practices Labor and Employment law and Litigation. She represents clients in all areas of labor and employment law, and in a variety of business disputes. Ms. Crain counsels and represents public employers and companies in a diverse range of industries from health care to manufacturing. Her extensive experience before federal and state courts, administrative agencies, and arbitration tribunals includes complex employment and business litigation disputes. Characterized by many clients as a 'warrior' on their behalf, Ms. Crain brings a tireless dedication to her work. She is regarded for her energetic, practical approach grounded in a thorough understanding of her clients' businesses.

Ms. Crain is experienced in multi-plaintiff and class actions and injunction proceedings, and in resolving disputes short of litigation. In addition, Ms. Crain devotes much of her time to counseling clients on employment practices and policies designed to avoid potential problems. She often conducts internal investigations and supervisory training for clients on such issues as sexual harassment and is a frequent speaker on employment law issues. Prior to entering private practice, Ms. Crain served as counsel for Trailways Corporation and Schering Plough Corporation.

Practice Areas

- › Labor & Employment
- › Employment Litigation
- › Affirmative Action
- › ADA and Disability Law
- › Class and Collective Actions - Both State And Federal Claims
- › Labor Management Relations
- › Non-Competes, Unfair Competition and Trade Secrets
- › Wage and Hour
- › Whistleblowing and SOX
- › Human Resources Policies and Procedures
- › Employment issues for government employers

Industries

- › Education
- › Transportation
- › Pharmaceutical
- › Technology
- › Manufacturing and Sales
- › Health care
- › Retail
- › Finance
- › Insurance
- › Publishing
- › Entertainment
- › Public Employers
- › Construction

Representative Experience

- › Counsel and litigation in employment-related matters including age, race, national origin, disability and sex discrimination charges, and sexual harassment claims, wrongful termination

- suits, defamation actions, family leave issues, employee benefits, health and safety matters, affirmative action issues for government contractors and wage-hour disputes
- › Representation pertaining to misappropriation of trade secrets, non-competition matters, managed care litigation, contract disputes, and qui tam litigation
- › Advice and representation pertaining to Sarbanes-Oxley issues and numerous state whistleblower statutes, partnership and shareholder relations
- › Counsel and litigation in all areas of health law, including scope of coverage, ERISA preemption, and coordination of benefits
- › Preparing and arguing appeals before both federal and state appellate courts
- › Frequent speaker on labor and employment issues
- › Frequently trains executives and managers on compliance issues related to labor and employment law

Education

Doctor of Humanities, Dallas Baptist University, *honorary degree*, 1995
J.D., Baylor University School of Law, 1974
B.A., Baylor University, 1972

Bar Admissions

Texas

Court Admissions

U.S. Court of Appeals for the Fifth Circuit
U.S. Court of Appeals for the Tenth Circuit
U.S. District Courts - Eastern, Northern, Southern and Western Districts of Texas
U.S. Supreme Court

Awards & Recognitions

Martindale-Hubbell AV[®] Peer Review Rated
"Texas Super Lawyers" (*Texas Monthly magazine*, 2008-2009)

Publications & Presentations

- › "Workplace Religion Leads to Suits", National Law Journal, August 18, 2008
- › "Depth of Experience. Trusted. A Unique Advantage." The Metropolitan Corporate Counsel, September 2008
- › "Employment Law Update" GuideStone Client Forum, October 2008
- › "Retaliation: How Do I Protect My Organization?" 2008 HR Southwest Human Resources Conference & Exposition, October 2008
- › "Religious Discrimination in the Workplace Teleconference" Panelist, Stafford, October and November, 2008
- › "Americans With Disabilities Amendments Act of 2008" Panelist, Stafford, November, 2008 and May 2009
- › "Reductions in Force: How to Avoid Legal Pitfalls" Panelist, webcast for State Bar of Texas, February 2009 and April 2009
- › Southern Baptist Business Officers Conference, "Update on Employment Law for Churches and Church Schools", March 2009

- › Certification Class for Church Business Administrators, "The Basics of Employment Law", June, 2009
- › "Reductions in Force", State Bar College Summer School 2009, July 2009
- › "The Courtroom Gender Effect: Does it Exist: " Panelist, "Understanding Juries: A Mock Trial and More", Texas Bar CLE, July 2009

Professional Affiliations

- › American Bar Association, Labor and Employment Law Section
- › Dallas Bar Association, Employment and Litigation Sections
- › State Bar of Texas
- › State Bar of Texas, Labor and Employment Law Section
- › Greater Dallas Chamber of Commerce
- › Society for Human Resource Management
- › HR Southwest
- › Dallas HR

Previous Law Firm Experience

- › Founding Member of Dallas Office of Epstein Becker & Green, PC (1985-2008)
- › Managing Shareholder of Dallas Office Epstein Becker & Green, PC (1985-2006)

Civic & Community Involvement

- › Member Board of Trustees, Dallas Baptist University (1989-2007)
- › Frequent volunteer for various non-profit organizations

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