

Mark D. Downey



Mark Downey focuses his practice on Labor and Employment law. Board Certified in Labor and Employment Law by the Texas Board of Legal Specialization, Mr. Downey has defended management for several Fortune 100 companies and smaller public or privately held corporations. He advises and trains clients on state and federal employment issues, including employee benefits, discrimination and wage and hour matters. His experience has included appearances before state and federal agencies and regulatory boards, litigation in both state and federal courts, defense of class actions, and appearances before courts of appeal.

A frequent speaker and author on labor and employment issues, Mr. Downey assisted in the development of the employment law pattern jury instructions for use in the United States District Courts in the Fifth Circuit. He is the management chair of the chapter on Monetary Damages in the fourth edition of the ABA Labor and Employment Section/BNA publication of *Employment Law Discrimination* released in August 2007.

Shareholder
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Practice Areas

- › Labor & Employment
- › Employee Benefits Law
- › Litigation
- › Labor and Employment
- › Employment Litigation
- › Affirmative Action
- › ADA and Disability Law
- › Class and Collective Actions - Both State And Federal Claims
- › Non-Competes, Unfair Competition and Trade Secrets
- › Wage and Hour

Industries

- › Education
- › Health care
- › Insurance
- › Finance
- › Manufacturing and sales
- › Pharmaceutical
- › Retail
- › Technology
- › Transportation

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, and wage-hour disputes

- › Training for corporate clients on compliance issues related to employment matters
- › Preparing and arguing appeals before both federal and state appellate courts
- › Representation pertaining to misappropriation of trade secrets, unfair and non-competition matters

Education

J.D., Thomas M. Cooley Law School, 1995

B.A., Southern Methodist University, 1991

Bar Admissions

Texas

Court Admissions

U.S. Court of Appeals for the Fifth Circuit

U.S. District Court for the Northern District of Texas

U.S. District Court, Eastern District of Texas

U.S. District Court, Northern District of Texas

U.S. District Court, Southern District of Texas

U.S. District Court, Western District of Texas

Awards & Recognitions

"Texas Super Lawyers" *Texas Monthly* magazine, 2007

'Recognized' Attorney for Labor and Employee Benefits by *PLC Which Lawyer?*, 2007, 2008

Professional Affiliations

- › College of the State Bar of Texas
- › Dallas Bar Association, Labor and Employment Section
- › State Bar of Texas, Labor and Employment Law Section
- › Member, Human Capital Institute Research Group, 2007-2008

Civic & Community Involvement

- › Founding Member, Muscular Dystrophy Association's Dallas Legal Leaders: The Hot Hundred Who Care, 2007, 2008
- › Board of Management Recording Secretary, YMCA at White Rock/Southeast YMCA, 2003-2005
- › Alumnus, Dallas Association of Young Lawyers' Leadership Program, 1997 Inaugural Class
- › Life Loyal Sigma Chi
- › Eagle Scout, Boy Scouts of America