

## A. John Harper III

Shareholder

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## Focus Areas

Labor Management Relations  
Wage and Hour  
Discrimination and Harassment  
Appellate  
ERISA and Benefit Plan Litigation

## Overview

A. John Harper III represents employers in all aspects of labor relations, including:

- Collaborative problem solving in labor relations
- Collective bargaining
- Interpretation and application of labor agreements
- Grievance and arbitration proceedings
- Organizing drives

John also assists clients in transactions involving unionized facilities and with respect to the labor aspects of bankruptcy proceedings.

In addition to his labor relations practice, John assists clients in all aspects of employment law, including defending employers against claims under various federal and state anti-discrimination and retaliation laws and advising employers regarding compliance with federal, state and local labor and employment laws. He also represents employers in cases involving unfair competition and denial of Employee Retirement Income Security Act (ERISA) benefits.

## Professional and Community Affiliations

- Trustee/Patron, Houston Grand Opera, 2007-present

- Member, Board of Directors, The Printing Museum, 2005-2017
- Chairman, The Printing Museum, 2011-2012
- Secretary, The Printing Museum, 2009-2011 and 2013-2017
- Member, Board of Directors, Tanglewood Homes Association, 2011-2014
- Member, Board of Directors, Texas Woman’s University Foundation, 2009-present

## Recognition

- Named, The Best Lawyers in America®, 2018-2024
- Ranked, Labor & Employment, *Chambers USA*, 2020-2024
- Named, Rising Star, Texas, *Super Lawyers*, 2007-2014
- Named, Recommended Lawyer, Labor Management Relations, *Legal 500 United States*, 2016

## Education

J.D., Southern Methodist University, Dedman School of Law, 2001, *cum laude*

B.A., Washington and Lee University, 1998, *cum laude*

## Bar Admissions

Texas

## Courts

U.S. Supreme Court

U.S. Court of Appeals, 5th Circuit

U.S. District Court, Southern District of Texas

U.S. District Court, Eastern District of Texas

U.S. District Court, Western District of Texas

U.S. District Court, Northern District of Texas

## Publications & Press

### Littler Ranked in 2024 Chambers USA Guide

*Littler Press Release*

June 6, 2024

### Littler Recognized in 2023 Chambers USA Guide

*Littler Press Release*

June 6, 2023

**Littler Ranked in Chambers USA Guide 2022**

*Littler Press Release*

June 1, 2022

**SHRM Opposes Return to Standard that Resulted in Small Bargaining Units**

*SHRM Online*

February 1, 2022

**Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers**

*Littler Press Release*

August 19, 2021

**Littler Ranked in Chambers USA Guide 2021**

*Littler Press Release*

May 27, 2021

**Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers**

*Littler Press Release*

August 20, 2020

**If You Want the Benefits of an Arbitration Agreement, Say So**

*Littler ASAP*

April 1, 2020

**COVID-19 and the Rights of Essential Businesses When Employees Strike**

*Littler ASAP*

April 1, 2020

**NLRB Joint-Employer Rule Restores “Substantial Direct and Immediate Control” Test**

*Littler ASAP*

February 25, 2020

**Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year**

*Littler Press Release*

August 15, 2019

**Three Emerging Labor and Employment Risks in M&A Transactions**

*Texas Lawyer*

April 8, 2019

**Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers**

*Littler Press Release*

August 15, 2018

**Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers**

*Littler Press Release*

August 17, 2017

**Littler Ranks in The Legal 500 United States Guide**

*Littler Press Release*

June 20, 2016

**Littler Adds Experienced Labor Management Relations Attorney A. John Harper III to the Houston Office**

*Littler Press Release*

August 12, 2014

**EEOC Looks To Limit Severance Agreements With Litigation**

*Law360.com*

March 18, 2014

**NLRB Roundup**

*Employee Relations Law Journal*

Summer 2013

**Employment Law**

*Texas Tech Law Review*

2013

**NLRB Developments: New Election Rules, Class Action Waivers and (Maybe?) Recess Appointments**

*Employee Relations Law Journal*

Summer 2012

**Carrots, Not Sticks, to Fend off Unions**

*Executive Counsel Magazine*

April/May 2012

**Speaking Engagements**

**Labor Law for Employers: What Every Business Needs to Know**

June 26, 2024

**Labor Law for Employment Lawyers: What Every Business Needs to Know**

Littler Executive Employer Conference, Phoenix, AZ

May 9, 2024

**Recent Developments in Labor Law**

Media Law Resource Center, Labor and Employment Committee

March 27, 2024

**Love Your Lawyer**

Houston, TX

February 13, 2024

**New Theories, New Tactics: Managing Business Risk Under the NLRA**

Littler Executive Employer Conference, Phoenix, AZ

May 11, 2023

**2023 Love Your Lawyer**

Houston, TX

February 14, 2023

**2022 Houston Regional Employer Conference**

Houston, TX

October 6, 2022

**Where the Rulings Meet the Road: How Recent Labor Decisions, Rules, and Memos Are Impacting and Will Continue to Impact the Bargaining Table**

The FMCS National Labor-Management Conference

July 13, 2022

**2021 Houston Employer Conference**

Houston, TX

October 26, 2021

**Love Your Lawyer: Littler Lawyers Answer Your Most Burning Labor and Employment Questions**

Houston, TX

February 10, 2021

**Love Your Lawyer: Littler Lawyers Answer Your Most Burning Labor and Employment Questions**

Houston, TX

February 11, 2020

**2016 Houston Employer Conference**

Houston, TX  
August 11, 2016

**NLRB Enforcement Initiative 2016: The Impact on Non-Union Workplaces**

Houston, TX  
April 20, 2016

**2015 Houston Employer Conference**

Houston, TX  
August 13, 2015

**New Year, New Regulations: An Update of the New Regulations Enacted by the NLRB**

Houston, TX  
February 10, 2015

**The 2014 Houston Employer Conference**

Houston, TX  
August 14, 2014

**Protected, Concerted Activity in the Age of Social Media**

The Center for American and International Law  
May 2014

**Why not Take All of Me, The National Labor Relations Board's Specialty Healthcare Decision**

Developing Labor Law Committee Mid-Winter Meeting - American Bar Association (ABA)  
February 2014

**Protected, Concerted Activity in the Age of Social Media**

The Center for American and International Law  
May 2013

**Protected, Concerted Activity in the Age of Social Media**

The Center for American and International Law  
May 2012

**Employees vs. Independent Contractors, Contingent Workers and Leased Employees**

The Center for American and International Law  
May 2011

**Social Media: Managing and Harnessing an Unstoppable Trend**

TexasBarCLE - State Bar of Texas

November 2010

**Blogs, Social Networking Sites and the Impact on Employment**

The College of the State Bar of Texas

July 2009