

Micah Seth Heilbrun

Associate

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Practice Areas

Discrimination and Harassment
Complex Litigation and Jury Trials
Labor Management Relations
Wage and Hour
Global Mobility and Immigration

Overview

Micah Heilbrun has extensive experience representing employers in all aspects of labor and employment law in Texas and in federal courts across the country. He has litigated numerous matters, including individual and class action claims of discrimination, harassment and retaliation, based on:

- Title VII
- Section 1981
- The Family and Medical Leave Act
- The Americans with Disabilities Act
- The Age Discrimination in Employment Act
- The Uniformed Services Employment and Reemployment Rights Act
- Fair Labor Standards Act collective action wage and hour claims seeking unpaid overtime, minimum wage and alleged improper overtime exemption classification
- Occupational Safety and Health Act violations and related workplace whistleblower claims
- Texas workers' compensation laws
- Unfair competition, non-compete/solicit and trade secret litigation

Micah represents clients in a wide range of traditional labor relations matters involving both unionized and non-union workplaces, including:

- Unfair labor practice charges and National Labor Relations Board litigation
- Grievance and contract arbitrations
- Collective bargaining negotiations
- Responding to union organizing drives

- Union avoidance and workforce training

A growing part of Micah's practice helps employers resolve immigration-related compliance matters in today's international workforce and global workplace. Micah has worked with clients on matters involving:

- Responding to Immigration and Customs Enforcement audits of I-9 records and Homeland Security Investigation division compliance proceedings
- Helping multinational corporations secure intra-company transfer L-1, O-1, entertainment and athlete P-1 visas, and counseling on H-1B visa issues
- Assisting foreign nationals in obtaining adjustments of status to legal permanent residency (LPR), work authorization and U.S. citizenship
- Pro bono representation of individuals in removal (deportation) proceedings, including asylum applications, voluntary departure and cancellation of removal orders in U.S. Immigration Courts

Additionally, Micah regularly counsels employers and trains management on identifying and minimizing legal risks in all employment decisions. He has been board certified in Labor and Employment Law by the Texas Board of Legal Specialization since 2008.

In law school, Micah was a member of the WSU National Moot Court Team.

Professional and Community Affiliations

- Member, American Bar Association
- Member, Houston Bar Association
- Member, Defense Research Institute
- Member, Texas Association of Defense Counsel
- Member, Society for Human Resource Management

Education

M.A., Wayne State University, 2006, *cum laude*

J.D., Wayne State University, 2002, *cum laude*

B.A., Denison University, 1999

Bar Admissions

Texas

Courts

U.S. District Court, Northern District of Texas

U.S. District Court, Eastern District of Texas

U.S. District Court, Southern District of Texas

U.S. District Court, Western District of Texas

U.S. District Court, Eastern District of Arkansas

U.S. District Court, Western District of Arkansas

Publications & Press

September 1, 2009

Micah Heilbrun Lays Boundaries Around Disciplinary Actions Against Employees for Online Activities
Littler Article

Speaking Engagements

August 11, 2011

The Houston Employer
Littler Mendelson, Houston, TX

June 28, 2011

Homeland Security's Workplace Blitz: I-9 Audits, Silent Raids and Illegal Workers
Littler Mendelson, Houston, TX

Blog Posts

February 23, 2012

Florida Healthcare Providers See Dramatic Rise in Organizing Activity
Healthcare Employment Counsel

November 4, 2010

When is a Merger Not a Merger? When the Board Says So
Labor Relations Counsel