



## Erin A. Murray

Of Counsel

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## Practice Areas

Litigation and Trials  
Discrimination and Harassment  
Business Restructuring and M&A  
Investigations  
Higher Education

## Overview

Erin A. Murray is Board Certified in Labor and Employment Law by the Texas Board of Legal Specialization, and she has been repeatedly recognized by Best Lawyers in America<sup>®</sup> as “One to Watch.” Erin advises and represents clients in a wide range of employment matters, including issues related to:

- Discrimination, harassment, and retaliation based on race, color, national origin, religion, sex, age, and disability
- Retaliation and interference with rights under the Family and Medical Leave Act (FMLA)
- Noncompete, nonsolicitation, and nondisclosure agreements
- Wage and hour disputes under federal and state law
- Employee handbooks, policies, and separation agreements

Erin regularly advises companies on reductions-in-force, Worker Adjustment and Retraining Notification Act (WARN) compliance, and other downsizing issues. She helps businesses comply with the Older Worker Benefits Protection Act (OWBPA) and similar anti-discrimination statutes by providing guidance for employers making selection decisions; drafting age disclosures (including cumulative disclosures for multi-phased reductions-in-force); coordinating statistical analyses; and preparing multi-state compliant release agreements for group termination programs. Erin routinely conducts WARN analyses

to determine if advance notice is required for mass layoffs and plant closures, and in the event of a WARN trigger, she assists companies with notifying the appropriate government entities. She also has experience assisting clients with international reductions-in-force and coordinating with Littler attorneys globally to advise on employment terminations abroad.

Erin also has particular skill in conducting internal workplace investigations, including sexual harassment and misconduct claims under Title IX. She has conducted numerous investigations for both public and private sector employers concerning sensitive claims of discrimination, harassment, and retaliation, as well as fiduciary duty claims. Erin has similarly presented various trainings to higher education institutions on subjects such as Title IX compliance, conducting investigations, and related issues.

In addition, Erin maintains an active litigation practice before federal and state courts, the Equal Employment Opportunity Commission, and the Texas Workforce Commission. She has experience with federal and state multidistrict litigation regarding complex contract disputes, business torts, and unfair competition claims. She has also defended businesses against class and collective action lawsuits alleging systemic employee discrimination and misclassification claims. Erin's contributions toward successfully defeating class certification in a case involving claims of "reverse" national origin discrimination helped Littler earn recognition as Law360's Employment Group of the Year in 2022.

Erin's clerkship experience has given her insight to help guide clients through the litigation process. After graduating from William & Mary Law School, she clerked in a state trial court for Judge W. Reilly Marchant and Judge Joi J. Taylor. She also interned with Judge Rossie D. Alston, Jr. at the Court of Appeals of Virginia and Justice LeRoy F. Millette, Jr. at the Supreme Court of Virginia.

During law school, Erin was an articles editor for the *William & Mary Law Review*. A native of the Northern Virginia area, Erin initially practiced in Washington, D.C. before moving to Texas.

## Professional and Community Affiliations

- Member, Young Lawyers Division Fellowship Program, American Bar Association, Labor and Employment Law Section, 2024-2026
- Member, Education and Workforce Council, Dallas Regional Chamber, 2024-present
- Member, Gender Fairness Committee, Houston Bar Association, 2019-2022
- Member, Houston Young Lawyers Association, 2018-2022
- Co-Chair, Young Professionals Council, Houston Urban Debate League, 2019-2022

## Events & Speaking Engagements

### 2024 Dallas Regional Employer Conference

Dallas, TX

August 1, 2024

### Baby Steps: Balancing the Return-to-Office With Expanding Maternal and Family Leave Protections

HR Houston Gulf Coast Symposium

August 2024

## **Spring into 2024: The Labor and Employment Law Updates Texas Employers Need To Know**

March 28, 2024

## **2022 Houston Regional Employer Conference**

Houston, TX

October 6, 2022

## **Title IX Annual Training**

University of Texas System

August 4-5, 2021

## **ADA Accommodations That Come with Fur and a Tail**

HR Houston Gulf Coast Symposium

May 2019

## **Right to Bear Arms: Legal Considerations for Employers**

HR Houston Woodlands Chapter Meeting

February 2019

## **Recognition**

- Named, Ones to Watch *The Best Lawyers in America*®, 2022-2025

## **Education**

J.D., William & Mary Law School, 2016

B.A., The George Washington University, 2013, *cum laude*

## **Bar Admissions**

Texas

Virginia

District of Columbia

## **Courts**

U.S. District Court, Southern District of Texas

U.S. District Court, Western District of Texas

U.S. District Court, Eastern District of Virginia

U.S. District Court, District of Columbia

## **Publications & Press**

**Annual Report on EEOC Developments – Fiscal Year 2023**

*Littler Report*

May 6, 2024

**U.S. Department of Education Issues Long-Awaited Final Title IX Regulations**

*Littler ASAP*

April 22, 2024

**New York Curtails Release Agreements Involving Claims of Discrimination, Harassment, or Retaliation**

*External Publication*

November 28, 2023

**New York Enacts Greater Restrictions on Release Agreements Involving Claims of Discrimination, Harassment, or Retaliation**

*Littler ASAP*

November 22, 2023

**Annual Report on EEOC Developments – Fiscal Year 2022**

*Littler Report*

April 25, 2023

**Dear Littler: How should employers revise their releases, separation agreements, and settlement agreements in light of the Speak Out Act?**

*Dear Littler*

December 15, 2022

**Fifth Circuit Rules that COVID-19 Pandemic Did Not Trigger the “Natural Disaster” Exception to WARN Notice Requirements**

*Littler ASAP*

June 22, 2022

**Annual Report on EEOC Developments – Fiscal Year 2021**

*Littler Report*

April 26, 2022

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

*Press Release*

August 19, 2021

**Annual Report on EEOC Developments – Fiscal Year 2020**

*Littler Report*

March 1, 2021

**EEOC Expands Voluntary Resolution Efforts with Temporary Mediation and Conciliation Pilot Programs**

*Littler ASAP*

July 31, 2020

**EEOC Rescinds Policy Statement Disfavoring Arbitration Agreements**

*Littler ASAP*

January 2, 2020