

## J. Bradley Spalding

Shareholder

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## Practice Areas

Litigation and Trials  
Discrimination and Harassment  
Background Checks  
Unfair Competition and Trade Secrets  
Business Restructuring and M&A

## Overview

Brad Spalding is a trial lawyer who represents and counsels corporate employers regarding labor and employment issues. Brad is certified in labor and employment law by the Texas Board of Legal Specialization, has been designated a “Super Lawyer” by *Texas Monthly* magazine, and is named in *The Best Lawyers in America*®. Brad has been AV-rated by the Martindale-Hubbell Legal Directory since 2006. Brad served on the Labor and Employment Law Exam Commission for the Texas Board of Legal Specialization, and was appointed by the mayor of Houston in June 2012 to serve as chair of the city’s Civil Service Commission. His focus includes discrimination, wage and hour laws, privacy, unfair competition, non-compete and non-disclosure agreements, as well as claims arising under:

- Title VII and Chapter 21 of the Texas Labor Code
- The Age Discrimination in Employment Act
- The Americans with Disabilities Act
- The Fair Labor Standards Act
- The Worker Adjustment and Retraining Notification Act (WARN)
- The Fair Credit Reporting Act

Additionally, Brad helps employers develop practices and programs to maintain and protect confidential information and trade secrets. He also advises clients on leave issues in connection with the Family and Medical Leave Act, advises clients with respect to plant closings and mass lay-offs under the Worker Adjustment Retraining and Notification Act, and advises clients on privacy

issues with respect to background checks under the Fair Credit Reporting Act and best practices for protection of employees' personal identifying information and prevention of security breaches.

Brad likes to spend as much time as possible outdoors, and summited Mt. Rainier in July 1997 and Mt. Kilimanjaro in December 2007. He also finished the Houston and New York City Marathons in January and November 2008, respectively.

## Professional and Community Affiliations

- Chair, City of Houston Civil Service Commission, 2012-2015
- Commissioner, Labor and Employment Law Exam Commission, Texas Board of Legal Specialization, 2014-2017
- Commissioner, Labor and Employment Law Advisory Commission, Texas Board of Legal Specialization, 2011-2014
- Member, Sons of the American Revolution, Paul Carrington Chapter
- Vice-President, Board of Directors, Literacy Advance of Houston, 2014-2015
- President, Board of Directors, Literacy Advance of Houston, 2016
- Fellow, Texas Bar Foundation
- Member, State Bar of Texas
- Member, Washington State Bar Association
- Member, Houston Bar Association

## Events & Speaking Engagements

### **The 2012 Houston Employer Conference**

Houston, TX

August 2, 2012

### **Texas, Our Texas: The Latest Employment Law Developments in the Lone Star State**

Littler Mendelson, Houston, TX

August 2, 2012

### **Sex Offenders, Terrorists, and Video Resumes: How Far Can You Go to Get Information on Prospective and Current Employees**

Littler Mendelson, Phoenix, AZ

April 2008

### **Electronic Evidence: With a Key Stroke the Evidence Disappears...as Does Your Case**

National Employer - Littler Mendelson, Phoenix, AZ

April 2006

### **Prosecution and Defense of Employment Cases at Trial**

State Bar of Texas, Houston, TX

November 2004

## **Guest Appearance on Topic of Employment Law**

Texas Overnight, KRLD 1080 AM Dallas

December 1996

## **Recognition**

- Named, The Best Lawyers in America® , 2020-2025
- Awarded, AV® Peer Review Rating *Martindale-Hubbell*
- Named, Super Lawyer *Texas Monthly*, 2012-2019
- Named, Rising Star *Texas Monthly*, 2004-2006

## **Education**

J.D., Baylor University School of Law, 1992

B.A., University of Texas, Austin, 1989

## **Bar Admissions**

Texas

## **Courts**

U.S. Court of Appeals, 5th Circuit

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

## **Publications & Press**

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

*Press Release*

August 19, 2021

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

*Press Release*

August 20, 2020

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

*Press Release*

August 15, 2019

### **Use of Camera Phones Becomes a Workplace Issue**

*Houston Business Journal*

April 2004