



Timothy A. Rybacki

Shareholder

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Practice Areas

Unfair Competition and Trade Secrets
Labor Management Relations
Appellate
Handbooks and Policies
Discrimination and Harassment

Overview

Timothy A. Rybacki represents employers in all areas of labor and employment law, with an emphasis on litigation involving:

- Unfair competition
- Theft of trade secrets
- Duties of loyalty and confidentiality
- Non-competition and non-solicitation agreements
- Traditional labor law matters
- Discrimination, harassment and retaliation

He practices in federal and state courts and before the Equal Employment Opportunity Commission. He also appears before the National Labor Relations Board and handles labor management relations.

Since joining Littler Mendelson, Timothy has served as a frequent author, editor and presenter on labor and employment matters.

In law school, he was the executive editor of the *Emory International Law Review*.

Events & Speaking Engagements

Navigating Change in the New Administration: Insights for In-House Counsel and HR Professionals

Atlanta, GA

March 27, 2025

2023 Houston Regional Employer Conference

Houston, TX

October 18, 2023

2022 Houston Regional Employer Conference

Houston, TX

October 6, 2022

2020 Year in Review and What to Expect in 2021 in Tennessee

February 18, 2021

Non-Competes and Trade Secret Protection: Strategies and Recent Developments

2017 Littler Houston Employer Conference

August 10, 2017

Forecasting 2016: Essential Insight on a New Year of Labor & Employment Law Developments

Nashville, TN

February 18, 2016

Addressing Human Resources Issues in Home Care

2015 Financial Management Conference - National Association for Home Care & Hospice, Nashville, TN

June 28, 2015

Noncompetes & Trade Secret Protection: An In-House Counsel's Guide to a Big Year of Change

Houston, TX

April 8, 2015

The 2014 Houston Employer Conference

Houston, TX

August 14, 2014

The 2011 Houston Employer Conference

Houston, TX

August 11, 2011

Hot Topics in Employee Law and Unfair Competition

61st Annual Oil and Gas Law Conference - Institute for Energy Law-Center for American and International Law

2010

Navigating Non-Compete Agreements, Non-Solicitation Agreements, and Trade Secrets-Enforcement Side

Employment Law Institute - Houston Bar Association

2009

Protecting Trade Secrets and Proprietary Information when Employees Leave

22nd Annual Technology Law Conference - The University of Texas School of Law

2009

Effective Strategies to Prevent Unfair Competition

Annual Conference - Texas Banker's Association

2008

Covenants Not to Compete and Other Effective Strategies to Prevent Unfair Competition

Annual Intellectual Property Law Institute - Houston Intellectual Property Law Association/University of Houston Law Foundation

2007

Noncompetition Agreements: Latest Developments and Special Considerations for Technology Companies

20th Annual Technology Law Conference - The University of Texas School of Law

2007

Recognition

- Recipient, Award for Excellence in the Study of Labor and Employment Law *American Bar Association and Bloomberg BNA*
- Recipient, W. Richard Smith Award for Excellence in Legal Writing and Research and Writing
- Recipient, Dean's Award for Outstanding Academic Achievement in Wage and Hour Law

Education

J.D., Emory University School of Law, 2006

B.B.A., University of Texas McCombs School of Business, 2001

Bar Admissions

Tennessee

Texas

Courts

U.S. Court of Appeals, 5th Circuit

Publications & Press

How to Meet the Challenge of Protecting Business Secrets in a Modern Era

External Publication

October 13, 2017

Littler Adds Two More Attorneys to Growing Nashville Office

Press Release

June 26, 2015

Littler Elevates 16 Attorneys to Shareholder

Press Release

January 2, 2014

French Data Protection Authority Fires Warning Shot to U.S. Multinationals: U.S.-Based Employer Fined for Improper Transfers of Employee Data to the U.S.

Littler ASAP

May 21, 2007

Fifth Circuit Holds that Merger Agreement Amends Retiree Medical Program and Prevents Subsequent Amendment to Benefits Coverage

Littler ASAP

November 6, 2006